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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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Instrument made pursuant to the provisions of the *Industrial Relations Act 1996*

1. The Awards listed in Schedule A hereto, to the extent to which they apply to employees of a constitutional corporation as defined by clause 44A of Schedule 4 to the *Industrial Relations Act 1996*, and to the extent that such awards were made to give effect to an agreement of the parties to the award within the meaning of clause 44C(2) of the said Schedule, are deemed from 26 March 2006 by clause 44C(3) of the said Schedule to be Enterprise Agreements and cease to have effect as awards provided that:
 - (i) the parties to the Award are limited to the kinds of persons or bodies that could have been parties to an enterprise agreement (as referred to in Section 31 of the Act) in respect of those employees, and
 - (ii) the Award binds only the parties to the award and the employees for whom the award was made.

Notes:

1. Clause 44C(2) of the said Schedule is in the following terms:

Without limiting subclause (1)(d), an award was made so as to give effect to an agreement of the parties if:

 - (a) the award was made with the consent of the parties, or
 - (b) the award substantially gives effect to conditions of employment agreed to, or jointly proposed to the Commission, by the parties.
2. Clause 44D of the said Schedule provides

Subject to any rules of the Commission, any party to an award may apply to the Commission (whether before or after the relevant time) for an order determining any of the following issues:

 - (a) whether or not the award is an award to which clause 44C applies;
 - (b) the extent to which an enterprise agreement has effect instead of an award to which clause 44C applies.
3. Nothing in this instrument affects the continued operation of any award to the extent to which the award applies to employees that are employed by the Government in the service of the Crown (see clause 44C(5) of the said Schedule).
4. This instrument is made as part of the Register of Enterprise Agreements for the purposes of section 45 of the *Industrial Relations Act 1996* (see clause 44C(4)(e) of the said Schedule).

Industrial Registrar
2 January 2007.

SCHEDULE A

| CODE NO. | AWARD TITLE |
|---------------------|---|
| 1678 | 126 Phillip Street Project Award |
| 1682 | 30-38 Hickson Road Project Award |
| 944 | 3M Pharmaceuticals (Thornleigh) Consent Award 1997 |
| 1106 | Abbott Australasia Pty Ltd Consent Award 2004-2006 |
| 820 | Actors (Theatrical) (State) Award |
| 1772 | Adecco - NUW (NSW) Consent Award 2004 |
| 1514 | Adecco Projects Australia Pty Ltd (Events) (State) Award 2001 |
| 749 | Advertising Sales Representatives (State) Award |
| 004 | Advertising Sales Representatives (Sydney Daily Newspapers) Award |
| 014 | Advisers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2006 |
| 1586 | Advisers (Diocese of Maitland-Newcastle) (State) Award 2004 |
| 005 | Aerated Waters, &c. (State) Award |
| 964 | Aged Care General Services (State) Award |
| 1264 | Aged Care Industry (Broken Hill) Award |
| 4200 | Agricultural, Pastoral or Horticultural Society's Show (State) Award |
| 1578 | ALHMU and Gema Catering Vendors (State) Award |
| 1594 | Allied Industrial Services Pty Ltd (State) Consent Enterprise Award |
| 1336 | Allied Pickfords Pty Ltd Trading as Pickfords Records Management NSW Enterprise Award |
| 1745 | Altro City Quarter Camperdown Project Award 2004 |
| 010 | Animal Food Makers, &c. (State) Award |
| 011 | Animal Welfare, General (State) Award |
| 012 | Animal Welfare, Institutional (State) Award |
| 1216 | Armaguard NSW Road Crew Enterprise Award 2005 - 2008 |
| 1165 | Armidale Women's Shelter (Remuneration For On-call) Award 1996 |
| 017 | Asphalt and Bitumen Industry (State) Award |
| 1265 | AstraZeneca Enterprise Award 2003 |
| 1695 | Auburn Home Mega Mall Project Award |
| 1847 | Australand Holdings Limited Coles Myer Regional Distribution Centre Goulburn Project Award 2005 |
| 1759 | Australand Holdings Limited Mayne Nickless Warehouse and Office Facility Project Award 2004 |
| 1008 | Austral Brick Company Pty Ltd (Mechanical Maintenance Employees, Eastwood) Enterprise Award 2002, The |
| 849 | Australia Meat Holdings Pty Limited Carroona Feedlot (State) Award |
| 1806 | Australian Inland and Electrical Trades Union Industrial Enterprise Award 2004 |
| 1814 | Australian Inland Consent Award 2004 |
| 1043 | Australian Jockey Club - Electrical and Plumbing Enterprise Award 2002 |
| 1358 | Australian Jockey Club Hospitality Employees Award 2004 |
| 1027 | Australian Jockey Club - Single Bargaining Unit Enterprise Award 2004 |
| 1531 | Australian Liquor, Hospitality and Miscellaneous Workers Union Chemical Industry (APS Operations) Award |
| 1532 | Australian Red Cross Blood Service Employees (State) Award |
| 1329 | Australian Steel Mill Services Pty Enterprise Award 2005 - 2008 |
| 1591 | Australian Workers Union Workforce International Pty Ltd (Events) (State) Award 2001, The |
| 320 | Avon Products Pty Limited (Brookvale) Consent Award 2004 |
| 574 | Avon Products Pty Ltd (Brookvale) Clerical Employees Consent Award 1997 |
| 1809 | A W Edwards Pty Limited Epping to Chatswood Rail Link Stat-East Works Project Award |
| 952 | AWU-AMR Enterprise Award 2006 |
| 1391 | AWU Racing New South Wales (State) Award |
| 1610 | AWU Training Wage (State) Award 2002 |

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| 022 | Bacon Factory Employees (Cumberland) Consolidated Award |
| 1718 | Barclay Mowlem Construction Limited "Salt" Outrigger Resort Project Award 2003 |
| 1663 | Bartter Enterprises Steggle's Foods Products Pty Limited Beresfield Site Operations AMIEU Integrated Award 2005-2008 |
| 1156 | Basell Australia Pty Ltd PPU Clyde Operators Award 2005 |
| 1789 | Baulderstone Hornibrook Pty Ltd Project Award - Twin Towns - Harbour Tower 2005 |
| 1665 | BCMG Re-Processing (State) Award |
| 1703 | BHP Steel (AIS) Pty Ltd Supervisors and Technical Officers Award |
| 036 | Biscuit and Cake Makers (State) Award |
| 1659 | Blue Circle Berrima Works K5 Temporary Labour (State) Award |
| 1278 | Blue Circle Packaging Plant (State) Award |
| 862 | Blue Circle Southern Cement (State) Award |
| 1819 | Blue Collar Recruitment - NUW (NSW) Consent Award 2005 |
| 1599 | BlueScope Steel (AIS) Pty Limited - Maintenance Restructuring Award |
| 1744 | BlueScope Steel (AIS) Pty Ltd - Port Kembla Steel Works Employees Award 2006 |
| 1592 | Bluescope Steel Limited - Springhill and CRM Employees Award 2006 |
| 1091 | Boarding House Staff (Independent Schools) (State) Award 2004 |
| 1867 | Boarding House Staff (St Gregory's College Campbelltown) (State) Award 2006 |
| 040 | Boiling Down and By-Products (Cumberland) Consolidated Award |
| 789 | Bootmakers and Heel Bar Operatives, &c. (State) Award |
| 872 | Boral Australia Gypsum Camellia Consent Enterprise (State) Award 2004 |
| 1542 | Boral Drill and Blast Team (State) Award |
| 1403 | Boral Dunmore Quarry (State) Award |
| 1796 | Boral EMU Plains Quarry (State) Award 2006 |
| 1832 | Boral Emu Plains Quarry Transition to Closure (State) Award |
| 247 | Boral Peats Ridge Quarry (State) Award |
| 1562 | Boral Prospect Quarry (State) Award |
| 1821 | Boral Prospect Quarry Transition to Closure (State) Award |
| 1061 | Boral Resources (Country) Pty Limited Concrete Batching Industry (State) Award |
| 982 | Boral Resources (Country) Pty Limited Quarrying Industry (State) Award |
| 1239 | Boral Resources (Country) Pty Ltd Transport Industry (State) Award |
| 1619 | Boral St. Peters and Enfield Terminal (State) Award |
| 1011 | Boral Transport Ltd NSW Joint Development (State) Award 1994 |
| 1218 | Boral Transport Ltd NSW Operations Joint Development (State) Award 1996 |
| 1704 | Bovis Lend Lease Australia Square Refurbishment Project Award |
| 1738 | Bovis Lend Lease Darling Park Stage 3 Project Award |
| 1830 | Bovis Lend Lease Ferguson Centre - Parramatta Project Award |
| 1736 | Bovis Lend Lease Macarthur Square Northern Extension Project Award |
| 1737 | Bovis Lend Lease Penrith Plaza Redevelopment Project Award |
| 1705 | Bovis Lend Lease Quad 3 Project Award |
| 043 | Bowling and Golf Clubs Employees (State) Award |
| 828 | Bread Industry (State) Award |
| 317 | Bread Vendors (Tip Top Bakeries - Country) Award |
| 048 | Bread Vendors (Tip Top Bakeries - Newcastle) Award 2001 |
| 041 | Bread Vendors (Tip Top Bakeries - Sydney) Interim Award 2004 |
| 050 | Breeding and Raising of Pigs, &c., Employees (State) Award |
| 086 | Breweries, Maintenance Employees (State) Award |
| 059 | Breweries (State) Award |
| 057 | Brick and Paver Industry (State) Award |
| 1014 | Broken Hill Commerce and Industry Agreement Consent Award 2001 |
| 1843 | B & S Solid Plastering Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 001 | Building and Construction Industry (State) Award |

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| 084 | Building Crane Drivers (State) Award |
| 058 | Building Employees Mixed Industries (State) Award |
| 066 | Building Industry - Contract Floor Layer Minimum Rate Order Award |
| 1502 | Bullivants Pty Limited - Unanderra Award |
| 512 | Business Equipment Maintenance (State) Award, The |
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| 072 | Butchers' Wholesale (State) Award |
| 075 | Butter and Cheese and Other Dairy Products (Newcastle and Northern) Award |
| 076 | Butter, Cheese and Other Dairy Products (State) Award |
| 077 | Button Makers, (State) Award |
| 757 | Caltex/Kurnell Maintenance Award |
| 080 | Canteen, &c., Workers (State) Award |
| 976 | Carlton and United Breweries (NSW) Pty Limited Kent Brewery Transitional Agreement 2003 (Interim Award) |
| 1603 | Cash Transportation (Non-Armoured Vehicles) Interim Award No. 2 |
| 1683 | Cassons Building B Camellia Project Award |
| 1729 | Castlereagh Imaging Enterprise (State) Award 2003 |
| 090 | Caterers Employees (State) Award |
| 1595 | Catholic Health Care Services Nurses' Enterprise (State) Award 2001 |
| 1774 | Catholic Schools Long Service Leave Portability (State) Award |
| 754 | Cement Industry (State) Consolidated Award |
| 083 | Cement Mixers and Concrete Workers, Central Batch Plants (State) Consolidated Award |
| 099 | Cemetery and Crematoria Employees (State) Award |
| 1033 | Central Coast Cold Stores Consent Enterprise Award 2000 |
| 1792 | Centre Court Project Award 2005 |
| 1781 | CFMEU Enterprise Award expiring 30 June 2006 |
| 4244 | Chanel (Australia) Pty Ltd (State) Award |
| 726 | Charitable, Aged and Disability Care Services (State) Award |
| 4006 | Charitable Institutions Catholic Personal/Carer's Leave (State) Award |
| 345 | Charitable Institutions (Professional Paramedical Staff) (State) Award |
| 253 | Charitable Institutions (Professional Staff Social Workers) (State) Award |
| 714 | Charitable Sector Aged and Disability Care Services (State) Award 2003 |
| 112 | Chemical Workers (State) Award |
| 1086 | Chickadee Foods Pty Ltd (Lisarow Site) Award |
| 1413 | Chubb Security Services Cash Processing and Clerical and Administrative Employees Award |
| 919 | City of Ryde (Christmas Leave) Award |
| 175 | City of Sydney Wages/Salary Award 2002 |
| 116 | Cleaning and Building Services Contractors (State) Award |
| 118 | Clerical and Administrative Employees (BlueScope Steel (AIS) Pty Ltd Award |
| 127 | Clerical and Administrative Employees (BlueScope Steel Limited - Port Kembla) Award |
| 4214 | Clerical and Administrative Employees (Catholic Personal Carer's Leave) (State) Award |
| 125 | Clerical and Administrative Employees, Hire Cars and Taxis (State) Award |
| 082 | Clerical and Administrative Employees in Permanent Building Societies (State) Award |
| 155 | Clerical and Administrative Employees in Temporary Employment Services (State) Award |
| 217 | Clerical and Administrative Employees (John Fairfax Publications) Award 2000 |
| 134 | Clerical and Administrative Employees Legal Industry (State) Award |
| 121 | Clerical and Administrative Employees - OneSteel Market Mills Newcastle Award |
| 135 | Clerical and Administrative Employees (State) Award |
| 129 | Clerical Employees in Metropolitan Newspapers (State) Award |
| 131 | Clerical Employees in Retail (State) Award |
| 2118 | Clerical (Nationwide News Pty Ltd) Superannuation (State) Award |

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| 5044 | Clerks Redundancy (State) Award |
| 139 | Clothing Trades (State) Award |
| 140 | Club Employees (State) Award |
| 585 | Club Industry (Variety Artists) (State) Award 2001 |
| 141 | Club Managers' (State) Award 2006 |
| 142 | Coachmakers, &c., Rail (State) Award |
| 143 | Coachmakers, &c., Road and Perambulator Manufacturers (State) Award |
| 1828 | Coal Mining Industry (Accident Pay) Interim Award 2004 |
| 1506 | Coal Services Pty Limited Award 1999 |
| 1052 | Coal Superintending Samplers (State) Award |
| 1838 | Coastcrete Concrete Pumping Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 149 | Cold Storage and Ice Employees (Northumberland) Award |
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| 989A | Cold Storage Enterprise Award 1998 |
| 1448 | Coleambally Irrigation Consent Award 2004 |
| 621 | Coles Myer Logistics Pty Ltd Goulburn and Somersby D.C. Consolidated Award 2004 |
| 1261 | Com 10 Pty Ltd Enterprise Award 1998 |
| 159 | Commercial Travellers, &c. (State) Award |
| 718 | Community College Principals (New South Wales) Award |
| 1471 | Community Colleges Tutors (State) Award |
| 1590 | Community Pharmacy (State) Award 2001 |
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| 162 | Concrete Pipe and Concrete Products Factories Consolidated (State) Award |
| 163 | Confectioners (State) Award |
| 1162 | Confectioners (State) Training Wage Award |
| 764 | Connex Sydney Pty Ltd Trading As Metro Monorail (State) Enterprise Award 2003 |
| 1146 | Continental Carbon Australia Pty Limited Maintenance and Production Enterprise Award 2003 |
| 1775 | Cooma Challenge Limited Business Services (State) Award, The |
| 173 | Cotton Ginning, &c., Employees (State) Award |
| 174 | Cotton Growing Employees (State) Award |
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| 1712 | Cross City Tunnel Civil Consent Award 2003 |
| 1713 | Cross City Tunnel Project Mechanical and Electrical Consent Award 2003 |
| 1668 | CSR Limited/Readymix Holdings Pty Limited and Transport Workers' Union of New South Wales Award 2003 |
| 1099 | CSR Limited trading as The Readymix Group - Cooma Road Transport Enterprise Bargaining Framework (State) Award 1995 |
| 1012 | CSR Limited trading as The Readymix Group - Country Division (South Coast) Concrete Enterprise Arrangement No.2 (State) Consolidated Award 1996 |
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| 552 | CSR Limited trading as The Readymix Group - Sydney Construction Products Concrete Transport Enterprise Bargaining Framework (State) Award 1995 |
| 1006 | CSR Limited trading as The Readymix Group - Sydney Construction Products Raw Materials Transport Enterprise Bargaining Framework (State) Consolidated Award 1994 |
| 1202 | CSR Ltd Trading as The Readymix Group - Newcastle Concrete Enterprise Bargaining Framework (State) Consolidated Award 1996 |
| 1582 | CSR Ltd trading as The Readymix Group Newcastle Concrete (State) Award 2000 |
| 1290 | CSR Ltd Trading as The Readymix Group Penrith Transport Workshop Enterprise Arrangement No. 1 (State) Consolidated Award 1996 |
| 1287 | CSR Ltd Trading as The Readymix Group Sydney Quarries No. 3 (State) Award 1998 |
| 1575 | CSR Ltd trading as The Readymix Group Sydney Raw Materials Transport (State) Award No. 4 2000 |
| 1041 | Dairy Farmers TWU Enterprise Award 2002 |
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| 1387 | Daracon Engineering Pty Ltd - Newcastle BHP Steelworks Enterprise Consent Award |

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| 1285 | Delta Electricity Employees Award 2005 |
| 279 | Dental Assistants and Secretaries (State) Award |
| 281 | Dental Technicians (State) Award |
| 1621 | Devro Pty Limited Operating Employees Award 2003 |
| 1467 | Divisions of General Practice (State) Award |
| 1258 | Douglass Hanly Moir, Barratt & Smith and Southern Pathology (State) Award 2004 |
| 1707 | Downer Energy Systems Pty Ltd and Clyde Babcock-Hitachi (Australia) Pty Ltd Consortium Condong & Broadwater Co Generation Construction Projects Consent Award 2005 |
| 283 | Draughting Employees, Planners, Technical Employees, &c. (State) Award |
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| 286 | Dry Cleaning (State) Award |
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| 853 | Eastern Distributor Consent (State) Award 2005 |
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| 180 | Electrical, Electronic and Communications Contracting Industry (State) Award |
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| 1508 | Endeavor Mine Award 2004 |
| 390 | Energy Australia Appliance Sales Consent Award 2003 |
| 602 | Energy Australia Award 2004 |
| 301 | Engine Drivers, &c., General (State) Award |
| 306 | Engine Packing Manufacture (State) Award |
| 571 | Entertainment and Broadcasting Industry - Cinema (State) Award |
| 691 | Entertainment And Broadcasting Industry - Film And Video Production (State) Award |
| 1361 | Entertainment and Broadcasting Industry - Live Theatre and Concert (State) Award |
| 1715 | Epping to Chatswood Underground Rail Tunnel Construction Project Award |
| 1585 | Eraring Energy Employees Consent Award 2004 |
| 1829 | Ettamogah to Murray River Project Award |
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| 309 | Farriers (State) Award |
| 1504 | Fernz Minerals Banksmeadow Site Enterprise Consent Award 2001, The |
| 016 | Fibre Cement (State) Award |
| 329 | Fish and Fish Marketing (State) Consolidated Award |
| 321 | F. J. Walker Foods (Transport Workers) Blacktown Consolidated Award 2000 |
| 1841 | Florida Construction Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 1666 | Fluor Global Services Australia Pty Ltd and United Goninan Ltd, Bluescope Steel, Port Kembla Steelworks Rail and Rolling Stock Maintenance Award 2004 |
| 1615 | Flyash Australia (State) Award 2002 |
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| 354 | Glass Workers (State) Award |
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| 1126 | Gordon and Gotch Limited - Lavington Enterprise Award |
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| 1836 | Harmony Timber Floors Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
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| 1163 | Hastings Co-operative Enterprise Award |
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| 379 | Health Employees' Technical (State) Award |
| 950 | Health, Fitness and Indoor Sports Centres (State) Award |
| 1503 | Health Industry Status of Employment (State) Award |
| 1289 | Health Managers (State) Award |
| 770 | Health Professional and Medical Salaries (State) Award |
| 992 | Heggies Bulkhaul Limited Bulk Haulage Enterprise Consolidated Award |
| 378 | Horticultural Industry (State) Consolidated Award |
| 590 | Hospital Scientists (State) Award |
| 384 | Hotel Employees (State) Award |
| 1777 | Hot Strip Mill Capacity Increase Project Consent Award |
| 953 | Hunter Group Training (Building Apprentices and Trainees) Consent Award 1997 |
| 1863 | Hunter Mill Services Award 2006 |
| 1732 | Hunter Valley Training Company (Scaffolding Trainees) Training (State) Award |
| 1676 | Hunter Water Australia (State) Award |
| 365 | Hunter Water Corporation Employees (State) Award 1999 |
| 1740 | Hydro Aluminium Kurri Kurri Smelter Upgrade and Retro-Fit Project Consent Award 2004 |
| 1826 | Ian Thorpe Aquatic Centre Project Award 2005 |
| 387 | Ice Cream Carters and Van Salespersons (State) Award |

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| 388 | Ice Cream Cold Storage (State) Award |
| 389 | Ice Cream Makers (State) Award |
| 1652 | Illawarra Services Pty Ltd Employees Award |
| 1657 | Illawarra Wastewater Strategy Project Consent Award |
| 1793 | Inala Disability Services (State) Award |
| 975 | Incitec Ltd NSW Manufacturing Award 1994 |
| 1596 | Independent Prepared Foods (Mascot) Enterprise Award 2001 |
| 1681 | Inner West Health Centre Project Award |
| 1795 | Innovation Campus Development Award 2005 |
| 1340 | Innox Pty Limited Consent Award 1997 |
| 1322 | Integral Energy Conditions of Employment Award 2005 |
| 1708 | Integrated Steel Mill Services Pty Limited Award 2003-2006, The |
| 1864 | Integrated Steel Mill Services Pty Ltd - On Site Bluescope and Coated Products Port Kembla Enterprise Award 2005 - 2008 |
| 523 | Iplex Pipelines Australia Pty Limited (Hobas Plant) Enterprise (State) Award |
| 1679 | Jackson's Landing Development Project Award |
| 1433 | Jackson's Landing Project Award |
| 622 | J. Blackwood and Son Limited Storemen and Packers (State) Award 1994 |
| 703 | Jewellers and Watchmakers, &c. (State) Award |
| 600 | Jim's Mowing Service Enterprise Award |
| 1779 | John Holland/Labor Council of New South Wales UTS Building 4 Project Award 2005 |
| 1670 | John Holland/Lahey Joint Venture - Unions New South Wales Mid North Coast Correctional Centre Project Award 2002 |
| 1735 | John Holland Pty Limited Unions of New South Wales Woolworths Support Facility Project Award 2004 |
| 1752 | John Holland Pty Ltd John Hunter Hospital Access Strategy Building Project Award 2004 |
| 1720 | John Holland Pty Ltd/Unions of NSW Asian Elephant Precinct Project Award 2003 |
| 1804 | John Holland Pty Ltd Woolworths Wyong Regional Distribution Centre Project Award 2004 |
| 046 | Joiners (State) Award |
| 527 | Journalists, &c. (Federal Publishing Company Pty Ltd) Award 1995 |
| 404 | Journalists' (Cumberland Newspapers Pty Limited) Award |
| 927 | Journalists (EMAP Australia Pty Ltd) (State) Award |
| 956 | Journalists, etc. (Australian Consumers Association Limited) Award |
| 936 | Journalists (Specialist Publications) (State) Award 1996 |
| 412 | Journalists' Suburban Newspapers (State) Award |
| 1384 | Junee Correctional Centre - Correctional Officers - 2005 Enterprise Award |
| 1673 | K6 Upgrade Project Consent Award 2003 |
| 1096 | Kellogg (Aust) Pty Ltd Botany (NUW) Consent Award 2003 |
| 1842 | K & G Roofing Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 1170 | Kilpatrick Green Pty Ltd New South Wales Enterprise Award, 2000 - 2002 |
| 1633 | K&R Fabrications (W'Gong) Pty Ltd (Port Kembla Steelworks) Maintenance Award 2006 - 2009 |
| 1292 | K U Children's Services (Other Than Teachers) (State) Consent Award 2000 |
| 1741 | Labor Council of New South Wales and Australand Holdings Limited LG Warehouse and Office Facility Project Award |
| 1766 | Labor Council of New South Wales and Barclay Mowlem Bellagio Project Award 2004 |
| 1771 | Labor Council of New South Wales and Barclay Mowlem Construction Limited Liverpool Hospital - New Mental Health Centre Project Award |
| 1714 | Labor Council of New South Wales and Barclay Mowlem Construction Limited Project Award - Bullecourt: Ultimo NSW |
| 1717 | Labor Council of New South Wales and Barclay Mowlem Construction Limited Project Award - Montefiore |
| 1750 | Labor Council of New South Wales and Baulderstone Hornibrook Breakfast Point Development Award 2004 |
| 1751 | Labor Council of New South Wales and Prestige Building Services Pty Ltd Breakfast Point Development Project Award 2004 |
| 1697 | Labor Council of New South Wales La Corniche Project Award |
| 1757 | Labor Council of New South Wales Maroubra Central Project Award - 2004 |
| 1746 | Labor Council of New South Wales Rhodes Waterside Project Award |
| 1758 | Labor Council of NSW and Barclay Mowlem Construction Limited - Stamford Marque Apartments Project Award 2005 |
| 1725 | Labor Council of NSW & Barclay Mowlem Construction Limited - City Quarter Stage 3: Camperdown NSW Project Award |

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| 1845 | Labour Power Recruitment Services NUW Consent Award 2005 |
| 1616 | Landcom (Conditions of Employment 2004) Award |
| 1617 | Landcom (Salaries 2004) Award |
| 347 | Landscape Gardeners, &c., On Building and General Construction and Maintenance, Civil and Mechanical Engineering (State) Award |
| 420 | Landscape Gardeners, &c. (State) Award |
| 421 | Laundry Employees (State) Award |
| 1724 | Lend Lease Hotel Intercontinental (Stage 1) Project Award |
| 1810 | Lend Lease Parramatta Railway Station Project Award |
| 1811 | Lend Lease University of NSW - NMDZ Project Award |
| 833 | LHMU and Tasman Insulation Australia Pty Ltd Enterprise Award 2004 |
| 1000 | Lidcombe Castlereagh Waste Management Centre Enterprise Award 1997 |
| 494 | Local Government (Electricians) (State) Award |
| 455 | Long Service Leave (Oil Companies) (State) Award |
| 1402 | Luna Park Services Pty Ltd (ACN: 107 258 524) Enterprise Award 2003 |
| 1650 | M5 East Motorway Consent Award 2004 |
| 1812 | M5 East - Operators Award 2005 |
| 1638 | M5 South West Motorway Consent Award 2005 |
| 1244 | Macquarie Generation Employees (State) Award 2005 |
| 1764 | Mainteck Services Pty Ltd Port Kembla Slab Caster Segment Workshop Industrial Award |
| 1572 | Maintenance and Outdoor Staff (Catholic Schools) (State) Award 2005 |
| 1550 | Maintenance, Outdoor and Other Staff (Independent Schools) (State) Award 2004 |
| 259 | Malthouses (State) Award |
| 438 | Mannequins and Models (State) Award |
| 440 | Margarine Makers (State) Award |
| 007 | Marine Charter Vessels (State) Award |
| 1232 | Mayne Nickless Logistics, New South Wales, Pepsico (Drivers) Consent Award 1996, The |
| 1233 | Mayne Nickless Pepsico Wetherill Park Consent Award 1996 |
| 1753 | M Central - Pymont Project Award |
| 468 | Meat Preservers, &c. (State) Consolidated Award |
| 469 | Mechanical Opticians (State) Award |
| 039 | Metal, Engineering and Associated Industries (State) Award |
| 474 | Metalliferous Mining Industry (State) Award 1995 |
| 1034 | Metal Trades (Training Wage) (State) Award |
| 1803 | Meter Readers and Field Officers (State) Award |
| 1444 | Mid Coast County Council Enterprise Award 2004 |
| 476 | Milk Treatment, &c., and Distribution (State) Award |
| 477 | Mineral Sands Mining and Treatment Industry (State) Consolidated Award |
| 1293 | Mirror and Telegraph Publications Clerical Award 2000 |
| 480 | Miscellaneous Gardeners, &c. (State) Award |
| 4029 | Miscellaneous Workers (Catholic Personal/Carer's Leave) (State) Award |
| 705 | Miscellaneous Workers' - General Services (State) Award |
| 861 | Miscellaneous Workers Home Care Industry (State) Award |
| 481 | Miscellaneous Workers' - Independent Schools and Colleges, &c. (State) Award |
| 1159 | Miscellaneous Workers' Kindergarten and Child Care Centres (State) Training Wage Award |
| 482 | Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award |
| 4198 | Miscellaneous Workers Kindergartens and Child Care Centres Family Leave (Catholic Kindergartens, Child Care Centres and Others and Independent Schools) (State) Award |
| 818 | Miscellaneous Workers SDN Children's Services Long Day Care Centres (Conditions of Employment) (State) Award |
| 2056 | Miscellaneous Workers' Security Industry (State) Superannuation Award |
| 128 | MM Kembla Products (Clerical and Administrative Employees) Enterprise Award |
| 655B | Montessori Schools and/or Pre-Schools Portability of Long Service Leave Award |

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| 550 | Motels, Accommodation and Resorts, &c. (State) Award |
| 441 | Motor Boats and Small Tugs (State) Award |
| 486 | Motor Ferries (State) Award |
| 489 | Motor Vehicle Salesperson (State) Award |
| 1571 | MPG Logistics Pty Ltd (Tricon), Wetherill Park Drivers Consent Award, 2000 |
| 1108 | Multi-Fill Pty Ltd Enterprise Agreement Consolidated Award 1995 |
| 1664 | MultiServ Pty Ltd NSW Industrial Relations Award |
| 1151 | Murray Irrigation Limited Consent Award 2004 |
| 1406 | Murrumbidgee Irrigation Consent Award 2004 |
| 471 | Mushroom Industry Employees (State) Award |
| 501 | Musicians' (Live Performance) (State) Consolidated Award |
| 666 | Musicians' (Multi Media) (State) Consolidated Award |
| 994 | Nalco Australia Pty Ltd Enterprise Award 2004 |
| 1848 | National Union of Workers (NSW Branch) & Adecco Logistics State Consent Award 2005 |
| 1853 | National Union of Workers (NSW Branch) & Recruitment National Pty Ltd Award 2005 |
| 1446 | Nestle Purina Petcare, Blayney (State) Enterprise Award |
| 804 | Nestle Smithtown Enterprise Award 2004 |
| 4008 | Newcastle City Council Award 2006 |
| 1352 | Newcastle Newspapers Pty Ltd Advertising Production Team (Formally Known as Pre-Press) Enterprise Award, 1999 |
| 284 | Newcastle Port Corporation and AIMPE Award 2001 |
| 150 | New South Wales Colliers and Small Ships (State) Award |
| 1326 | New South Wales Lotteries Corporation (Salaries, Allowances and Conditions of Employment) 2004 Award |
| 960 | Norco Co-operative Consent Enterprise Award |
| 383 | Northcott (State) Award, The |
| 866 | Northern Co-operative Meat Company (Maintenance and Services) (State) Award 2003 |
| 1825 | North West Transitway Project Consent Award |
| 1861 | NS Services Pty Limited / CFMEU Enterprise Award |
| 1691 | NSW Metserv Australasia Pty Ltd Briquetting Plant Industrial Relations Award |
| 226 | NSW Port Corporations Award 2005 |
| 465 | Nugan Quality Foods Pty Ltd Employees (State) Award |
| 1143 | Nungera Co-operative Society Limited (State) Consent Award 2001 |
| 507 | Nurseries Employees (State) Award |
| 508 | Nurses, Non-Government Schools (State) Award |
| 670 | Nurses On Wheels Inc. Nurses' (State) Award |
| 510 | Nurses, &c., Other Than in Hospitals, &c. (State) Award |
| 5060 | Nurses (Private Sector) Redundancy (State) Award |
| 2150 | Nurses (Private Sector) Superannuation (State) Award |
| 4229 | Nurses' (Private Sector) Training Wage (State) Award |
| 759 | Nursing Homes, &c., Nurses' (State) Award |
| 374 | Nursing Homes Professional Employees (State) Award |
| 511 | Nut Food Makers (State) Award |
| 517 | Occupational Health Nurses' (State) Award |
| 708 | Omya (Australia) Pty Limited - Bathurst Enterprise Award 2005 |
| 1669 | Omya Australia Pty. Limited - Moss Vale - Enterprise Award 2005 |
| 613 | OneSteel Manufacturing Pty Ltd Newcastle Rod & Bar Award |
| 685 | OneSteel Trading Pty Ltd Newcastle Award |
| 942 | OneSteel Wire Pty Ltd Newcastle Fence Post Plant Award |
| 581 | OneSteel Wire Pty Ltd Newcastle Wiremill Award |
| 021 | OneSteel Wire Pty Ltd Ropes Award |
| 008 | Operational Ambulance Officers (State) Award |
| 910 | Orica Australia Security Industry (State) Site Award |

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| 1574 | Orthoptists in Private Practice (State) Award |
| 1643 | Other Services (Catholic Personal/Carer's Leave) (State) Award |
| 1835 | Oxfix Reinforcing Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 514 | Oyster Farms, &c. (State) Award |
| 1754 | Pacific Square - Maroubra Project Award |
| 515 | Paint and Varnish Makers, &c. (State) Award |
| 1711 | Pan Pharmaceuticals Group Redundancy Award 2003, The |
| 1834 | Panther Constructions (QLD) Pty Ltd / CFMEU Enterprise Award Expiring 31 March 2008 |
| 518 | Parking Attendants, &c. (State) Consolidated Award |
| 1833 | Parramatta Courts Precinct Award |
| 519 | Pastoral Employees (State) Award |
| 520 | Pastrycooks, &c. (State) Award |
| 776 | Pastrycooks (Specified Wholesalers) Award |
| 1761 | Peppers Resort Project Agreement Award 2004 |
| 1749 | Perisher Blue Pty Ltd (Ski Tube) State Award |
| 341 | Pest Control Industry (State) Award |
| 540 | Pet Food Manufacturers (State) Award |
| 1593 | PFD Food Services (Qld) Pty Ltd Sales and Distribution Employees Enterprise Award 2001 |
| 113 | Pharmacy Assistants (State) Award |
| 525 | Photographic Industry (State) Award |
| 1755 | Pioneer Bass Point Quarry Site Award 2003 |
| 5040 | Pitt Wood Presbyterian Homes Redundancy (State) Award |
| 534 | Plant, &c., Operators on Construction (State) Award |
| 537 | Plasterers, Shop Hands and Casters (State) Consolidated Award |
| 538 | Plastic Moulding, &c. (State) Award |
| 539 | Plumbers and Gasfitters (State) Award |
| 1018 | P & O Cold Logistics Limited (NSW) Enterprise Award 2003 |
| 791 | Police Association Salaried Officers (State) Award 2000 |
| 1199 | Port Macquarie Base Hospital Professional Staff (State) Award, The |
| 1227 | Port Waratah Coal Services Consent Enterprise (State) Award 1995 |
| 1284 | Port Waratah Coal Services Limited (Traineeship) (State) Award |
| 1849 | Port Waratah Coal Services Project 3D Consent Award 2005 |
| 541 | Potato Crisp Makers (State) Award |
| 544 | Pottery Industry (State) Award |
| 546 | Poultry Farm Employees (State) Award |
| 817 | Poultry Industry Livestock (State) Award |
| 545 | Poultry Industry Preparation (State) Award |
| 1104 | Precision Valve Australia Pty Limited Enterprise Award 2003 |
| 1353 | Preterm Medical Officers (State) Award |
| 1870 | Principal (Independent Schools) (State) Interim Award 2006 |
| 493 | Principals (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2006 |
| 496 | Principals (Country and Regional Dioceses) (State) Award 2006 |
| 229 | Printing Industries (State) Award |
| 1859 | Private Ambulance Services Providers Consent (State) Award |
| 2101 | Private Health and Charitable Sector Employees Superannuation (State) Award |
| 2159 | Private Hospital and Nursing Home Nurses' Superannuation (State) Award |
| 548 | Private Hospital Employees (State) Award |
| 549 | Private Hospital Industry Nurses' (State) Award |
| 1769 | Private Hospital (Named Respondents) (State) Award |
| 287 | Private Hospital Professional Employees (State) Award |
| 1299 | Private Hospitals Aged and Disability Care Services Industry Redundancy (State) Award, The |

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| 4175 | Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award |
| 376 | Private Medical Imaging (State) Award 2004 |
| 429 | Private Pathology Laboratories (State) Award |
| 1144 | Professional Engineers and Professional Scientists (Private Industry) (State) Award |
| 1470 | Professional Surveyors (Private Industry) (State) Award |
| 1802 | Project Waratah Construction Consent Award 2005 |
| 946 | Public Service Association of New South Wales Industrial and Associated Officers (State) Sick Leave Award |
| 768 | Public Transport Construction Award |
| 565 | Pyrotechnics, &c. (State) Award |
| 1790 | Qantas Distribution Centre Project Award 2005 |
| 1699 | QCM (OzRock) Pty Ltd and Australian Workers' Union, Port Kembla (State) Award |
| 1127 | Quality Bakers Australia Pty Limited (NSW) Enterprise Award 2005 |
| 569 | Quarries, &c. (State) Award |
| 1840 | Queensland Showerscreens and Wardrobes Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 570 | Race Clubs Employees (State) Award |
| 667 | Racecourse Totalisators (State) Award |
| 1693 | Readymix Holdings Limited Award 2003 |
| 1690 | Readymix Holdings Pty Limited Newcastle Concrete (State) Award 2002 |
| 1716 | Readymix Holdings Pty Limited Penrith Transport Workshop No.4 (State) Award 2003 |
| 1776 | Readymix Holdings Pty Ltd Albion Park Quarry (State) Award 2004 |
| 1607 | Readymix Sydney Quarries Award 2005 |
| 1701 | Ready Workforce NUW Consent Award 2003 |
| 1609 | Real Estate Industry (Clerical and Administrative) (State) Award |
| 573 | Real Estate Industry (State) Award 2003, The |
| 924 | Real Estate Industry (State) Training Wage Award |
| 500 | Recorded Music and Visual Entertainment Reproduction (State) Award |
| 1823 | Recruitment M G Consent Award 2005 |
| 1692 | Redevelopment of the Sydney Hilton and Capital Centre 255-259 Pitt Street Sydney Project Award. |
| 1852 | Reed Constructions Auburn Site Project Award |
| 1042 | Refinery Operators Shell Refining (Australia) Pty Ltd Award 2006 |
| 575 | Refractory Industry (State) Award |
| 1656 | Replacement Research Reactor Project Award 2002 |
| 1680 | Resmed Campus: Norwest Business Park Project Award |
| 576 | Restaurant, &c., Employees' Retail Shops (State) Award |
| 577 | Restaurants, &c., Employees (State) Award |
| 2114 | Retail Industry (State) Superannuation Award |
| 4165 | Retail Industry (State) Training Wage Award |
| 241 | Retail Services Employees (State) Award |
| 1850 | Richard Crookes Constructions Unions NSW Wellington Correctional Centre Project Award 2005 |
| 1166 | Richmond Fellowship of New South Wales (State) Award 1999, The |
| 1605 | Rinker Group T/A Readymix Holdings Pty Limited Newcastle Transport (State) Award 2002 |
| 1696 | Rinker Group T/A Readymix Holdings Pty Ltd Taree Transport Enterprise Bargaining Framework (State) Award 2003 |
| 1451 | Rinker Group t/as Readymix Holdings Pty Ltd South Coast Transport (State) Award 1997 |
| 1612 | Rinker Group Trading As Readymix Holdings Pty Ltd Albion Park Quarry No. 4 (State) Award 2001 |
| 497 | Riverina Water County Council Enterprise Award 2004 |
| 578 | Rock and Ore Milling and Refining (State) Award |
| 1702 | Rocla, Adelaide Brighton and Transport Workers' Union Interim Award |
| 579 | Roofing Tile Makers (State) Award |
| 1133 | Royal Agricultural Society NSW Consent Enterprise Award 2005 |
| 1085 | Royal Flying Doctor Service of Australia (South Eastern Section) Nursing Staff (State) Award |
| 006 | Royal Institute for Deaf and Blind Children Employees' (State) Award |

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| 580 | Rubber Workers (State) Award |
| 4059 | Rural Lands Protection Boards Salaries and Conditions Award 2004 |
| 449 | Rural Traineeships (State) Consolidated Award 1999 |
| 582 | Saddlery, Leather, Canvas and Plastic Material Workers' (State) Award |
| 1022 | Sandvik Hard Materials Mayfield (State) Award |
| 1021 | Sandvik Mayfield (State) Award |
| 1020 | Sandvik Smithfield (State) Award 1999 |
| 588 | Sawmillers, &c. (State) Award |
| 1173 | Schering-Plough (Plant Employees) Enterprise Award 1996 |
| 625 | School Support Staff (Archdiocese of Sydney, Dioceses of Broken Bay and Parramatta) (State) Award 2005 |
| 1316 | School Support Staff (Catholic Independent Schools) (State) Award 2005 |
| 690 | School Support Staff (Catholic Schools) (State) Training Wage Award 2001 |
| 624 | School Support Staff (Country and Regional Dioceses) (State) Award 2005 |
| 1090 | School Support Staff (Independent Schools) (State) Award 2004 |
| 655 | SDN Children's Services (Inc) Early Childhood Long Day Care Centres (State) Award |
| 218 | Security Industry (State) Award |
| 4204 | Shop Employees (Catholic Personal/Carer's Leave) (State) Award |
| 601 | Shop Employees (State) Award |
| 769 | Ski Industry (State) Award |
| 801 | Ski Instructors (State) Award |
| 606 | Smallgoods Manufacturers (State) Award |
| 1266 | Smith's Snackfood Company Distribution Consent Award, The |
| 611 | Smorgon Steel Group - Reinforcing and Steel Products Division - Manufacturing and Grinding Media Waratah - Award 2006 |
| 607 | Soap and Candle Makers (State) Consolidated Award |
| 4000 | Social and Community Services Catholic Personal/Carer's Leave (State) Award |
| 783 | Social and Community Services Employees (State) Award |
| 1317 | Solvay Interlox Pty Ltd Banksmeadow Site Consent Award 2004 |
| 362 | Spastic Centre of New South Wales (Allied Professional Staff) (State) Award 2004 |
| 334 | Spastic Centre of New South Wales Enterprise (State) Award, The |
| 1756 | Spotless Services BlueScope Steel Site Cleaning Award 2004 |
| 1417 | Stadium Australia Consent Enterprise (State) Award 1998, The |
| 1036 | Staedtler (Pacific) Pty Ltd Award 1999 |
| 709 | Starch Manufacturers, &c. (State) Award |
| 1846 | State Park Employees Award |
| 1334 | State Sports Centre Trust Casual Event Staff (State) Award 2004 |
| 157 | State Transit Authority of New South Wales Ferries (State) Award |
| 1768 | Stockland Bay Village Project Award |
| 619 | Storemen and Packers Bond and Free Stores (State) Award |
| 912 | Storemen and Packers, General (State) Award |
| 2089 | Storemen and Packers - Grocery and Variety Warehouse (State) Superannuation Award |
| 626 | Storemen and Packers, Wholesale Drug Stores (State) Award |
| 631 | Storemen and Packers, Wholesale Paint, Varnish and Colour Stores (State) Award |
| 1584 | Storeworkers - Campbells Cash and Carry Pty Limited (NSW) NUW, NSW Branch Award 2001 |
| 630 | Strappers and Stable Hands (State) Award |
| 634 | Sugar Field Workers (State) Consolidated Award |
| 543 | Superannuation Administration Corporation (Salaries and Conditions 2004) Award |
| 1839 | Superior Walls & Ceilings Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 065 | Supervisors, Breweries (State) Award |
| 647 | Surveyors' Field Hands (State) Award |
| 1341 | Sydney Aquarium Staff (State) Award |
| 1689 | Sydney Catchment Authority Consolidated Award 2005 |

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| 644 | Sydney Cricket and Sports Ground Trust (Ground Staff) Enterprise Award 2001 |
| 1325 | Sydney Cricket and Sports Ground Trust (Maintenance Staff) Enterprise Award 2005 |
| 1339 | Sydney Cricket and Sports Ground Trust Security Enterprise Award 2001 |
| 1460 | Sydney Entertainment Centre Food, Beverage and Bar Service (Casual Employees) Enterprise Award 2004 |
| 1312 | Sydney Light Rail (State) Award 1997 |
| 645 | Sydney Markets Award - 2003 |
| 1148 | Sydney Olympic Park Aquatic Centre and Sydney Athletics Centre (State) Award 2003 |
| 909 | Sydney Olympic Park Paid Parking (State) Award 2001 |
| 1639 | Sydney Olympic Park Visitors Services (State) Award 2002 |
| 1791 | Sydney University SIT Building Project Award 2005 |
| 451 | Sydney Water Award 2004 |
| 1155 | TAB Clerical and Administrative Agency Casual Staff Award 2004 |
| 1267 | TAB Clerical and Administrative Staff PhoneTAB Operators Award 2004 |
| 649 | Tanning Industry (State) Award |
| 1797 | Taragon Constructions George & Harris Streets Project Award 2005 |
| 492 | Teachers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2006 |
| 1211 | Teachers (Catholic Early Childhood Service Centres and Pre-Schools) (State) Award 2006 |
| 661 | Teachers (Catholic Independent Schools) (State) Award 2006 |
| 977 | Teachers (Co. As. It.) (State) Award |
| 495 | Teachers (Country and Regional Dioceses) (State) Award 2006 |
| 1051 | Teachers (Independent Schools Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2005 |
| 1055 | Teachers (Independent Schools) (State) Award 2004 |
| 734 | Teachers (KU Children's Services) (State) Award |
| 594 | Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2006 |
| 802 | Teachers Non-Government (English Colleges) (State) Award 2003 |
| 629 | Teachers (Non-Government Pre-Schools) (State) Award 2006 |
| 773B | Technical and Further Education Commission of New South Wales - Security Employees - Wages and Conditions Award |
| 656 | Tennis Strings and Sutures Industry (State) Award |
| 212 | Textile Industry (State) Award |
| 664 | Theatre Managers (State) Award |
| 845 | Theatrical Employees Recreation and Leisure Industry (State) Award |
| 1553 | Theatrical Employees' Redundancy (State) Award |
| 1017 | Theatrical Employees (Training Wage) (State) Award |
| 1001 | The Australian Jockey Club Track Maintenance and Ancillary Staff Award 2005 |
| 1778 | The Beach - Cabarita Beach Project Award 2005 |
| 850 | The Catholic Press Newspaper Company Pty Limited (State) Award |
| 1831 | The Drift - Casuarina Project Award 2005 |
| 1700 | The Kens Project 259-295 Kent Street Sydney Project Award |
| 1748 | The National Trust of Australia (NSW) Bush Regenerators Award |
| 1182 | The Tip Top NSW Enterprise Award 2005 |
| 1763 | Thiess John Holland Project Award |
| 1767 | Thiess Pty Ltd 100 Pacific Highway Project Award 2004 |
| 1844 | Tilecorp Pty Ltd / CFMEU Enterprise Award Expiring 30 March 2008 |
| 1026 | Tip Top Bakeries (Fairfield) NUW Award 2004 |
| 361 | TNT Express Country NSW Consent Award 2000 |
| 1461 | TNT Express Specialised Services Consent Award |
| 1149 | TNT Express Sydney Drivers Consent Award |
| 1150 | TNT Express Sydney Sortation Award, August 2004 |
| 1306 | Tollaust (M2) Enterprise Award 2003 |
| 1634 | Tomago Aluminium Smelter AP22 Capacity Expansion Project Consent Award 2002 |
| 1110 | Tooheys Pty Limited (Auburn Brewery) Enterprise Award 2004 |

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| 669 | Toy Makers' Employees (State) Award |
| 1614 | Training Wage (State) Award 2002 |
| 1636 | Transfield Services (Australia) Pty Ltd (Port Kembla Steelworks) Facilities Maintenance Award 2006 - 2009 |
| 1618 | Transfield Services (Australia) Pty Ltd (Port Kembla Steelworks) Maintenance Award 2006 - 2009 |
| 1370 | TransGrid Employees Award 2006 |
| 1858 | Transport Industry - 1st Fleet Pty Ltd Transfer to 1st Fleet (Freight Forwarding) Pty Ltd Interim Award |
| 683 | Transport Industry - Cash-in-Transit (State) Award |
| 1731 | Transport Industry - CTI Logistics, Allied Express, TWU Interim Award |
| 1794 | Transport Industry - FJ Walker, McKey, TWU/USU Interim Award |
| 688 | Transport Industry (General Services - A.I. & S.) Port Kembla Award |
| 1709 | Transport Industry - Linfox Australia Pty Ltd, Bidvest Australia Ltd Interim Award |
| 1687 | Transport Industry - Mayne Logistics Interim Award |
| 665 | Transport Industry - Mixed Enterprises Interim (State) Award |
| 2137 | Transport Industry - Mixed Enterprises (State) Superannuation Award |
| 674 | Transport Industry - Motor Bus Drivers and Conductors (State) Award |
| 1875 | Transport Industry - Mutual Responsibility for Road Safety (State) Award |
| 840 | Transport Industry - Petroleum, &c., Distribution (State) Award |
| 807 | Transport Industry - Quarried Materials (State) Award |
| 5023 | Transport Industry - Redundancy (State) Award |
| 675 | Transport Industry - Retail (State) Award 1999 |
| 2100 | Transport Industry - Sanitary and Garbage (State) Superannuation Award |
| 677 | Transport Industry (State) Award |
| 2190 | Transport Industry (State) Superannuation Award (No. 2) |
| 679 | Transport Industry - Tourist and Service Coach Drivers (State) Award |
| 752 | Transport Industry - Trade Waste (State) Award |
| 676 | Transport Industry - Waste Collection and Recycling (State) Award |
| 608 | Transport Industry - Wholesale Butchers (State) Award 2000 |
| 682 | Transport Industry - Wood and Coal (State) Award |
| 1815 | Turner Stephens Group - NUW Consent Award 2005 |
| 1807 | Tweed Ultima Project Award 2005 |
| 686 | Tyco Water Pty Ltd Yennora General Award 2001 |
| 1362 | Ulan Coal Delivery Facility Consent Award 2004 |
| 1427 | Unimin Australia Limited - Attunga (NSW) Enterprise Award 2004 |
| 1808 | Unions NSW & A W Edwards Pty Limited Resmed Campus Development Stage 2 Project Award |
| 1855 | Unions NSW Port Kembla Steelworks Construction Award 2006 |
| 1817 | Union Street Project Award 2005 |
| 587 | University of Newcastle Union Food and Beverage Staff (State) Award |
| 1685 | University Unions (State) Award |
| 1862 | Upfront Scaffolding Pty Ltd / CFMEU Enterprise Award |
| 1346 | Valvoline (Australia) Pty Ltd 1997-1999 Consent Award |
| 707 | Van Sales Employees' (State) Award |
| 696 | Vegetable Oils (State) Award |
| 697 | Vehicle Industry - Repair Services and Retail (State) Award |
| 701 | Warehouse Employees Drug (State) Award |
| 702 | Warehouse Employees' - General (State) Award |
| 1671 | Waste Recycling and Processing Corporation (Salaries and Conditions of Employment 2006) Award |
| 1597 | Waterco Limited Chemical Division (State) Consent Award |
| 1345 | WaterCo Sales and Manufacturing Pty Ltd (State) Consent Award |
| 1686 | Westfield Design and Construction Pty Ltd Bondi Project Award 2002 |
| 1868 | Westfield Design and Construction Pty Ltd Kotara Redevelopment Project Award |
| 1786 | Westfield Design and Construction Pty Ltd Mt Druitt Shoppingtown Project Award |

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| 1787 | Westfield Design and Construction Pty Ltd Parramatta Shoppingtown Project Award |
| 1788 | Westfield Design and Construction Pty Ltd Tuggerah Shoppingtown Project Award |
| 1785 | Westfield Design & Construction Pty Ltd Liverpool Shoppingtown Project Award |
| 1747 | Westlink M7 Project Award |
| 1780 | Westmead Hospital Redevelopment Project Award |
| 710 | Wholesale Fruit and Vegetable Employees' (State) Award |
| 830 | Wholesale Fruit and Vegetable Market Employees (Newcastle, &c.) Award |
| 980 | Windscreens O'Brien (Glass Workers) Enterprise Bargaining Agreement 1995 Award |
| 1005 | Windscreens O'Brien (Metals) Enterprise Bargaining 1995 Award |
| 1824 | Windsor Road Upgrade Project Consent Award |
| 711 | Wine Industry Consolidated (State) Award |
| 310 | Wire Drawn Ferries (State) Award |
| 1728 | Wollongong Sportsground Trust Australian Workers Union (State) Award 2005 |
| 1324 | Woodmasons Cold Storage - Minto Enterprise Award 1998 |
| 1209 | Woolworths Limited and Woolstar Pty Limited Yennora, Moorebank, Helles Ave D.C. Award 2003 |
| 1045 | Woolworths Supermarkets and Warehouse Administration (State) Award |
| 1860 | Workers Radio Sydney Award |
| 1733 | Wyong Hospital Projects Award |

BRADFIELD COLLEGE (DEPARTMENT OF EDUCATION AND TRAINING) SALARIES AND CONDITIONS AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3550 of 2006)

Before Commissioner Macdonald

11 December 2006

AWARD

Clause No. Subject Matter

1. Arrangement

This award is arranged as follows:

Section 1 - Application and operation of award

1. Arrangement
2. Title
3. Definitions
4. Area, Incidence and Duration
5. Introduction

Section 2 - Type and categories of employment, employment relationship

6. Employment Arrangements and Right of Return
7. Types of Employment
8. Full time Employees
9. Part-time Employees
10. Casual Employees
11. Payment for Related Duties - Casual Employees
12. Learning Co-ordinators

Section 3 - Performance and Development

13. Teacher Quality
14. Training and Professional Development

Section 4 - Wages and related matters

15. Qualification and Experience Requirements
16. Remuneration
17. Salary packaging
18. Travelling Time and Travelling Expenses

Section 5 - Hours of work

19. College Year
20. Hours of Work

Section 6 - Leave

21. Annual Leave
22. Extended Leave and Long Service Leave
23. Sick Leave
24. Family and Community Service Leave
25. Personal Carers Leave
26. Adoption, Maternity and Parental Leave
27. Other Leave

Section 7 - Work Environment

28. Occupational Health and Safety
29. Occupational Health and Safety - Labour Hire and Contract Businesses
30. Anti-Discrimination

Section 8 - Dispute resolution and facilitative provisions

31. Dispute Resolution Procedures
32. Educational Initiatives
33. Industrial Rights
34. Deduction of Union Membership Fees
35. No Further Claims

SCHEDULES

- Schedule 1 - Annual Salaries
- Schedule 2 - Hourly Rates for Casual Teachers and Coordinators
- Schedule 3 - Team Leader Allowance
- Schedule 4 - Excess Travel and Compensation for Travel on Official Business

2. Title

This award shall be known as the Bradfield College (Department of Education and Training) Salaries and Conditions Award 2006.

3. Definitions

- 3.1 "Assistant Director" means a person appointed to a position designated as such.
- 3.2 "College calendar" means the schedule for teaching and associated activities supporting the curriculum offerings at Bradfield College.
- 3.3 "Casual employee" means a teacher, coordinator or counsellor who does not have a regular program and is engaged and paid on an hourly basis.
- 3.4 "Director" means the Director of Bradfield College.
- 3.5 "Director-General" means the Director-General of the NSW Department of Education and Training.
- 3.6 "Department" means the NSW Department of Education and Training.
- 3.7 "Division" means the TAFE Commission Division of the NSW Government Service.
- 3.8 "Division Head" means the Division Head of the TAFE Commission Division of the NSW Government Service.

- 3.9 "Employee" means a teacher, learning coordinator, counsellor or assistant director who is temporarily engaged at Bradfield College for a period of up to three years.
- 3.10 "Employer" means the Director-General of the NSW Department of Education and Training and the Division Head of the TAFE Commission Division.
- 3.11 "Excess hours" means actual teaching hours in excess of a normal teaching load.
- 3.12 "Full time employee" means an employee who is engaged to work the hours provided by clause 20 Hours of Work.
- 3.13 "Learning Co-ordinator" means a person appointed to a position responsible for the educational and administrative leadership of specified areas within the College.
- 3.14 "Northern Sydney Institute" comprises the following colleges - Bradfield, Crows Nest, Hornsby, Meadowbank, North Sydney, Northern Beaches and Ryde.
- 3.15 "Officer" means a person employed in the TAFE Commission Division or the Teaching Service other than as a temporary or casual employee and who is employed on a full time or part time basis at Bradfield College.
- 3.16 "Operating days" includes every day of the week except Sunday and public holidays.
- 3.17 "Parties" means the Director-General of the NSW Department of Education and Training, Division Head of the TAFE Commission Division and the General Secretary of the New South Wales Teachers Federation.
- 3.18 "Part time employee" means an employee who is engaged to work for less than the ordinary working hours of a full time employee and who has a regular program.
- 3.19 "Period of engagement" means the period, up to three years, for which an employee is temporarily engaged to work at Bradfield College.
- 3.20 "Regular program" means the duties allocated to full time and part-time employees including teaching duties and duties incidental to teaching as part of a pre planned program for the academic year or part thereof.
- 3.21 "TAFE" or the "TAFE Commission" means the Technical and Further Education Commission.
- 3.22 "Teacher" means a person or officer who is employed in a full-time, part-time or casual teaching position at Bradfield College to assist the Director in the work of the College.
- 3.23 "Teachers Federation" means the New South Wales Teachers Federation.
- 3.24 "Teaching Service" means the Teaching Service of New South Wales.
- 3.25 "Team leader" means a teacher selected by the Director to co-ordinate a team of teachers responsible for the educational instruction, student welfare and vocational needs of students.

4. Area, Incidence and Duration

- 4.1 This award applies to employees temporarily engaged to work at Bradfield College.
- 4.2 This award rescinds and replaces the Bradfield College (Department of Education and Training) Salaries and Conditions Award published 23 December 2005 (355 I.G. 614) as varied (356 IG 967).
- 4.3 This award, other than clause 29 Occupational Health and Safety - Labour Hire and Contract Businesses shall take effect on and from 1 January 2006 and shall remain in force thereafter until 31 December

2008. Clause 29 Occupational Health and Safety - Labour Hire and Contract Businesses shall take effect on and from 1 March 2006.

5. Introduction

Bradfield College is a unique public educational institution. The salary, leave and working conditions of employees at the College are agreed by the parties to meet the current needs of the College and its teachers.

6. Employment Arrangements and Right of Return

- 6.1 All employees are employed on the basis of a temporary period of engagement of up to three years.
- 6.2 Employees will be employed under either the *Teaching Service Act 1980* or the *Public Sector Employment and Management Act 2002*.
- 6.3 An employee who was appointed as an officer with the Department or TAFE prior to accepting a temporary engagement at the College shall be eligible to return to another position with the Department or TAFE as appropriate.
- 6.4 A transferred officer shall be entitled to the benefits of Determination 1 of 2001 - Transferred Officers Compensation, pursuant to section 25 of the *Teaching Service Act 1980* or Determination 4 of 2001 - Transferred Officers Compensation, pursuant to section 16(1) of the *Technical and Further Education Commission Act 1990* (or successor provisions).
- 6.5 Nothing in this award shall operate to remove the right of the Division Head/Director-General to transfer an employee of either TAFE or the Department, respectively, to another location.

7. Types of Employment

Employees will be engaged as either:

- (i) Full time employees
- (ii) Part time employees
- (iii) Casual employees

8. Full Time Employees

A full time employee is engaged to work the hours provided in clause 20 - Hours of Work and is paid at the appropriate rate in Schedule 1.

9. Part-Time Employees

Part time employees shall be entitled to all conditions of a full time employee on a prorata basis.

10. Casual Employees

- 10.1 Casual employees will be paid in accordance with this clause. It is the intention of the parties that no casual teacher shall be engaged at Bradfield to deliver the equivalent of a full time teaching program for 12 or more weeks in a semester except where a part time or full time employee is not able to be employed following recruitment action.

Except as expressly provided for elsewhere in this award, payment and working conditions of casual employees will be in accordance with the provisions for part time casual employees contained in the Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award 2006 as varied from time to time provided that payment will be made for approved hours of attendance. Relevant rates are extracted and contained in Schedule 2.

11. Payment for Related Duties - Casual Teachers

- 11.1 Casual teachers teaching a total of 10 or more hours in a week at Bradfield College or elsewhere in Northern Sydney Institute shall be entitled to payment for related duties, provided that they attend to perform the related duties. Such related duties shall be paid at the teaching duties rate according to the following table, consistent with the provisions for part time casual employees contained within the Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award 2006:

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

- 11.2 Payment for related duties paid to casual teachers teaching 10 hours or more a week are for duties associated with the casual teacher's teaching section as well as for duties related to the casual teacher's direct teaching activities.
- 11.3 Duties associated with the casual teacher's teaching section as well as duties related to the casual teacher's direct teaching activities shall include:

attendance in the classroom before the commencement and after the completion of class

setting and marking of class tests

assessing and marking students' practical work

preparing special lectures and lecture demonstrations

completing records and returns

setting and marking assignments

initial recording of results

familiarisation with the syllabus

organisation of lesson plan

preparation of lesson notes, and teaching aids

making copies of notes

preparation for practical work, drawing and practical exercises

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

- 11.5 Where the Director of Bradfield College or their representative, requests a casual teacher to attend the College to undertake or participate in:

a staff meeting and/or a learning area meeting
 Bradfield College developments days and Bradfield College other
 professional development activities
 Bradfield College January development day/s
 Bradfield College information evening and projects
 parent/teacher meetings
 exam supervision and marking
 report writing

at a time when the casual teacher is not scheduled to teach or perform related duties, the casual teacher who agrees to attend to undertake these activities will be paid at the Duties Other Than Teaching (DOTT) rate, as prescribed in Schedule 2, for the duration of the additional hours of agreed attendance. Casual teachers will continue to be paid at the part time casual teaching duties rate for their scheduled teaching and related duties hours.

- 11.6 From 5 February 2007, casual teachers teaching a total of 10 or more hours at Bradfield College or elsewhere in any Institute of TAFE shall be entitled to payment for related duties in accordance with clause 11.1.

12. Learning Co-ordinators

- 12.1 Learning Co-ordinators are responsible for the educational and administrative leadership of specified areas within the College. Where appointed, and as a minimum, Learning Co-ordinators shall be:

required to supervise a major discipline area within the College; or

responsible for curriculum development and student support directly linked to classroom practice across the College.

- 12.2 Recognising that the establishment and deletion of Learning Coordinator positions is at the discretion of the Director, an annual review of Learning Coordinator positions will include an assessment of:

- (a) current and future curriculum needs
- (b) supervisory responsibilities
- (c) the duration of the position

13. Teacher Quality

- 13.1 To provide feedback on a teacher's performance, the Director or their nominee shall ensure that the teacher's performance is appraised by annual review. This appraisal will be implemented as follows:

13.1.1 The Director, or their nominee, shall be responsible for annually reviewing the performance and development of teachers undertaking their work.

13.1.2 The TAFE Teachers and Related Employees Annual Review Policy (TAFE Gazette No. 32, 10 October 2001) or its replacement shall apply to all teachers, except casual teachers.

13.1.3 The annual review for teachers shall be reported by way of the teacher assessment review form.

13.1.4 The parties agree to negotiate on variations, if any, to the policies and procedures in place at the commencement date of the award relevant to annual review of teacher performance.

14. Training and Professional Development

- 14.1 The parties confirm their commitment to training and development for Bradfield College employees. The employees recognise their obligation to maintain and update skills.
- 14.2 The Director shall, following consultation with the employees, develop a training plan for the College which will take into account the individual training needs of teachers as identified by the annual review as provided for by subclause 13.1.2 of this award. The training plan will be reviewed annually by the Director in consultation with the employees.
- 14.3 Three days each year, during the standard term time for public schools and TAFE Institutes, shall be scheduled by the Director for the purpose of meeting system needs and those peculiar to the College.
- 14.4 The professional development scheme developed and implemented at Bradfield College will continue to operate. Individual performance shall be reviewed in accordance with that scheme on an annual basis. Individual training needs will be assessed and discussed in accordance with that scheme.

15. Qualification and Experience Requirements

- 15.1 All teachers will be required to hold a recognised teaching qualification that fulfils the same requirements with respect to academic qualifications as apply to teachers teaching the same Key Learning Areas or disciplines within the Department or TAFE as appropriate.
- 15.2 All teachers teaching the same disciplines as taught in TAFE will be required to fulfil the same requirements as apply to teachers teaching the same disciplines in TAFE.
- 15.3 All teachers teaching the same Key Learning Area(s) as those taught in the Department may be required to have a minimum of three years full time equivalent teaching experience in the Key Learning Area(s) that they will be required to teach at the College.

16. Remuneration

- 16.1 Salaries, rates of pay and allowances shall be paid in accordance with Schedules 1, 2 and 3.
- 16.2 A teacher appointed as team leader shall be paid an allowance as set out in Schedule 3 - Team Leader Allowance.
- 16.3 Determination of Starting Salary -

For the purposes of this clause, 'experience' shall mean:

any periods as a teacher in the Key Learning Area(s) or disciplines which the employee will be required to teach at Bradfield College in addition to the minimum specified in clauses 15.2 and 15.3;

- 16.3.1 All teachers appointed to Bradfield College shall commence at the rate prescribed for Level A in Schedule 1 unless they possess additional experience that justifies appointment at a higher level.
- 16.3.2 The determination of starting salary shall be made by the Director having regard to the provisions of clauses 16.3.3 and 16.3.4 of this award.
- 16.3.3 A teacher who was employed in the Teaching Service or TAFE Commission Division prior to engagement at Bradfield College shall commence on a Level that is not less than the salary the teacher was receiving pursuant to the Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2006 or Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award 2006 respectively.

16.3.4 In relation to the appointment of teachers to levels, the following shall apply:

Level A: Applicants with minimum qualifications and minimum experience.

Level B: Applicants with minimum qualifications and no less than 1 year of experience above the minimum requirement.

Level C: Applicants with minimum qualifications and no less than 2 years of experience above the minimum requirement.

Level D: Applicants with minimum qualifications and no less than 3 years of experience above the minimum requirement.

Level E: Applicants with minimum qualifications and no less than 4 years of experience above the minimum requirement.

Level F: Applicants with minimum qualifications and no less than 5 years of experience above the minimum requirement,

provided that, in exceptional circumstances, salary levels higher than the above can be approved by the Director, Northern Sydney Institute.

16.4 Movement Between Salary Levels -

16.4.1 A teacher at Bradfield College shall be entitled to progress or be maintained on the teacher salary scale or the salary level for a learning co-ordinator or assistant director position after each 12 months of service subject to the teacher demonstrating by means of annual review, continuing efficiency in teaching practice, satisfactory performance and professional growth. These shall be determined as provided for in Clause 13, Teacher Quality of this award.

16.4.2 Periods of full-time leave without pay greater than five days shall not be counted as service for the purposes of this clause.

16.5 Arrangements for employees to act in higher positions and to receive higher duties allowances shall be in accordance with provisions applicable to school teaching staff in the Teaching Service.

17. Salary Packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed for the employee's classification by Schedules 1 and 2 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

17.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation, where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include, but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

17.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 17.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:
- 17.3.1 any fringe benefits tax liability arising from a salary packaging arrangement and;
 - 17.3.2 any administrative fees.
- 17.4 Where an employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:
- 17.4.1 Superannuation Guarantee Contributions;
 - 17.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and
 - 17.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

18. Travelling Time and Travelling Expenses

Where an employee is required and authorised to travel on College business in the performance of their duties, compensation for travel shall be determined in accordance with the provisions of Schedule 4 Excess Travel and Compensation for Travel on Official Business.

19. College Year

- 19.1 Bradfield College will operate for a period of 50 weeks in a calendar year, during which the College may be open and utilised to conduct educational programs, and have a two-week close-down period surrounding Christmas and the New Year. The dates of the close-down period will be determined annually by the Director.
- 19.2 Employees covered by this award shall not be required to be in attendance during the close-down period.

20. Hours of Work

- 20.1 The parties agree to a flexible and adaptive approach in relation to working hours and working arrangements for Bradfield College. These arrangements are based on the averaging of weekly teaching hours for full time:
- | | |
|------------------------|--|
| Teachers | - 20 hours; |
| Team leaders | - 20 hours; |
| Learning Co-ordinators | - 14 hours; |
| Assistant Directors | - a minimum of 4 and a maximum of 8 hours, |
- over a period of up to 12 weeks. By agreement with the Director, employees may also enter into an arrangement whereby a program, including excess teaching hours, may be worked and accumulated in accordance with the provisions of subclause 20.6 hereof.
- 20.2 An employee's program of teaching shall be agreed prior to the commencement of each term between the employee and the Director and recorded by the teacher on the appropriate Establishment Control (EC) form, or other form(s) as may be required for payroll purposes.
- 20.3 The daily span of working hours in the College for employees under this award is between 7.30 a.m. and 10.00 p.m. on Monday to Friday inclusive and from 7.30 a.m. to 6.00 p.m. on Saturday, provided that an employee cannot be required to work in excess of eight hours on any one day without the agreement of that employee.

- 20.4 Employees may be required to work on any five days from Monday to Saturday inclusive as part of their normal program, provided that by agreement of the Director, weekly attendance requirements may be met in four days per week. Should an employee be required to work on a Saturday, the Director may, if requested, provide in the employee's program for two consecutive duty free days a week.
- 20.5 Full time employees shall attend for work 420 hours over a 12-week work cycle of 72 operating days, provided that:
- 20.5.1 no employee will be required to be in attendance for more than 60 operating days;
- 20.5.2 an employee may, with the agreement of the Director, attend at the College for less than 420 hours in a 12-week cycle but, in any case, shall attend at the College for no less than 360 hours over a 12-week cycle;
- 20.5.3 no teacher (including any teacher designated as a team leader) shall be required to teach more than 24 hours in any one week;
- 20.5.4 no learning co-ordinator shall be required to teach more than 18 hours each week;
- 20.5.5 no assistant director shall be required to teach more than 8 hours each week.
- 20.6 By agreement between the employee and the Director prior to the commencement of the term, a program may be entered into which includes teaching hours in excess of a normal load. Such hours may be accumulated to a maximum of 35 hours and then taken as time in lieu, provided that:
- 20.6.1 All time in lieu shall be taken on an hour-for-hour basis during a non-teaching session.
- 20.6.2 Where an employee is unable to take the time in lieu before the end of the 12 week accumulation period or the end of the vacation period immediately following the term during which the hours were accumulated (whichever is the sooner), then such teaching hours as are accumulated shall be paid for at the casual teaching rate as set out in Schedule 2 - Hourly Rates for Casual Teachers, Co-ordinators and Counsellors.
- 20.6.3 Where, with the agreement of the Director, incidental time associated with programmed excess teaching hours has been worked at the College and recorded by the teacher on the appropriate Establishment Control (EC) form, it may be counted towards time in lieu arrangements.
- 20.6.4 No employee shall be required to work beyond the limitations set out in subclause 20.5 hereof.
- 20.7 Emergency excess teaching hours occur when there is an unplanned absence of a teacher and another teacher agrees to take a class with less than 24 hours notice. In such circumstances, emergency excess teaching hours shall be paid for at the casual teaching rate as set out in Schedule 2 - Hourly Rates for Casual Teachers, Co-ordinators and Counsellors.
- 20.8 Where employees, other than casual employees, are requested to work on approved Bradfield College activities which require their attendance on Sundays or public holidays, they shall be eligible for compensatory leave.
- An employee shall not unreasonably refuse to work at this time.
- Compensatory leave will be granted on the basis of one day for each public holiday or Sunday the employee is directed to be in attendance at the activity.
- Compensatory leave is to be taken as time in lieu within a reasonable time after the activity and at a time negotiated with the Director, and may be taken in conjunction with annual leave to credit.
- 20.9 Employees may not be directed to undertake teaching duties for more than 14 consecutive weeks without taking a break of at least one week, or may not elect to undertake such duties for more than 18

consecutive weeks without taking a break of at least one week from teaching duties. During the break employees may, for example:

- take annual leave or other leave to credit;
- undertake professional development;
- undertake duties incidental to teaching;
- undertake administrative duties; or
- undertake other duties as assigned by the Director.

20.10 The Director (in consultation with the employees) may vary the combination of working hours to suit the needs of Bradfield College or the employees.

21. Annual Leave

21.1 Subject to the provisions of the *Annual Holidays Act 1944*, employees, other than casual employees, of the College shall be entitled to annual leave as follows:

21.1.1 Twenty working days annual leave per annum (which accrues at the rate of one and two-thirds working days per month), subject to each employee accruing not more than 30 working days annual leave.

21.1.2 Annual leave will be taken at a time and for a period agreed between the employee and the Director.

22. Extended Leave and Long Service Leave

22.1 Officers shall retain their extended leave to credit as at the date of their engagement at Bradfield College.

22.2 Extended leave or long service leave shall be granted in accordance with the following:

- (a) for employees who are officers in the Teaching Service: the *Teaching Service Act 1980* and Determination 6 of 2006 Salaries and Particular Leave Provisions for Bradfield College Employees, pursuant to section 13 of the *Teaching Service Act 1980*,
- (b) for full time employees or officers in the TAFE Commission Division: the *Public Sector Employment and Management Act 2002* and the Extended Leave Policy (TAFE Gazette No. 44, 9 November 1994) or its successor,
- (c) for casual employees and part time employees who are not officers: the *Long Service Leave Act 1955*.

23. Sick Leave

23.1 Employees, other than casual employees, are entitled to sick leave at the rate of 15 working days paid sick leave per year, i.e., 1 January to 31 December. The full annual entitlement is available from 1 January each year. Sick leave will not accrue on a monthly basis. The unused component of the annual entitlement is fully cumulative.

23.2 An officer who had an entitlement to cumulative sick leave on appointment to Bradfield College shall retain such entitlement for use when required.

23.3 Where the sick leave balance to be transferred is expressed in hours (for example if accrued in prior employment as a casual employee) the balance must be converted to days using the formula:

Sick leave balance to be transferred in hours

7

24. Family and Community Service Leave

24.1 The Director may grant paid family and community service leave to an employee, other than a casual employee, for reasons related to:

- (i) family responsibilities of the employee; or
- (ii) the performance of community service by the employee; or
- (iii) personal emergencies

24.2 Quantum - The amount of family and community service leave available to an employee shall be:

- (i) during the first 12 months of service - three working days;
- (ii) after completion of 12 months service - six working days in any two year period; and
- (iii) after completion of two years service - nine working days in any three year period.

Where family and community service leave is exhausted, sick leave in accordance with subclause 25.1 may be used.

Where family and community service leave has been exhausted, additional such leave up to two days may be granted on a discrete "per occasion" basis on the death of a family member (as defined in subclause 25.2).

24.3 An officer who is engaged at Bradfield College shall have their previous service with the Department or TAFE recognised for the purpose of calculating the leave entitlement pursuant to subclause 24.2.

25. Personal Carer's Leave

25.1 An employee may use the available sick leave from the current year, plus any accumulated sick leave from the previous three years to provide care and support for family members when they are ill. Such illness shall be supported, if required, by a medical certificate or a statutory declaration that the illness is such as to require the care of another person for a specific period. The choice of medical certificate or statutory declaration is the employee's. Neither the medical certificate nor statutory declaration is required to reveal the exact nature of the illness. Wherever practicable, prior notice of the intention to take leave should be given by the employee.

25.2 The entitlement to use sick leave in accordance with this subclause is subject to:

- (a) the employee being responsible for the care of the person concerned; and
- (b) the person concerned being:

a spouse of the employee; or

a de facto spouse who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or

a child or an adult (including an adopted child, a stepchild, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or

a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or

a relative of the employee who is a member of the same household where, for the purposes of this section:

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

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

"household" means a family group living in the same domestic dwelling.

An employee shall, wherever practicable, give the Director notice, prior to the absence, of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the College Director of such absence at the first opportunity on the day of absence.

- 25.3 Use of Other Leave - To care for an ill family member, an employee may also use annual leave, extended leave or unpaid leave with the consent of the Director.
- 25.4 Use of Time in Lieu - To care for an ill family member, an employee may also, with the supervisor's consent, take time off in lieu as agreed on an hour-for-hour basis.
- 25.5 Use of Make-up Time - To care for an ill family member, an employee may, with the supervisor's consent, elect to work "make-up time". This means the employee takes time off during ordinary hours and works those hours at a later time during the spread of ordinary hours, at the ordinary rate of pay.

26. Adoption, Maternity and Parental Leave

Employees shall be entitled to adoption, maternity and parental leave in accordance with the TAFE NSW Adoption, Maternity and Parental Leave Procedures.

27. Other Leave

Employees, other than casual employees, shall be entitled to the following forms of leave in accordance with the policies published in the TAFE Commission Gazette, as amended from time to time:

| Leave Type | TAFE Commission Gazette |
|------------------------|---|
| Trade union activities | No. 4 of 1993 |
| Special leave* | No. 4 of 1993 |
| Military leave | No. 10 of 2004 |
| Study leave | Nos. 31 and 36 of 1991, No. 49 of 1992 |

* Under the Special Leave policy casual teachers may, in some circumstances, be entitled to special leave.

28. Occupational Health and Safety

- 28.1 The parties acknowledge their obligations to create, maintain and promote a safe working environment in accordance with their obligations under the Occupational Health and Safety Act 2000 and other relevant occupational health and safety legislation.
- 28.2 Management of the College have an obligation to ensure that appropriate prevention and management systems are in place to effectively manage health and safety issues, including the provision of protective clothing and equipment, risk assessment, risk management and the provision of relevant training.

- 28.3 All employees are required to co-operate with management in the maintenance of a safe and healthy work environment. Where employees have undertaken relevant training, they shall apply their training in the workplace.

29. Occupational Health and Safety - Labour Hire and Contract Businesses

- 29.1 For the purposes of this clause, the following definitions shall apply:

29.1.1 A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to another employer for the purpose of such staff performing work or services for that other employer.

29.1.2 A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.

- 29.2 If the employer engages a labour hire business and/or a contract business to perform work wholly or partially on the employer's premises, the employer shall do the following (either directly, or through the agency of the labour hire or contract business):

29.2.1 consult with employees of the labour hire business and/or contract business regarding the workplace occupational health and safety consultative arrangements;

29.2.2 provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;

29.2.3 provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and

29.2.4 ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.

- 29.3 Nothing in this clause is intended to affect or detract from any obligation or responsibility upon a labour hire business arising under the *Occupational Health and Safety Act 2000* or the *Workplace Injury Management and Workers Compensation Act 1998*.

- 29.4 Disputes Regarding the Application of this Clause

29.4.1 Where a dispute arises as to the application or implementation of this clause, the matter shall be dealt with pursuant to the disputes settlement procedure of this award.

29.4.2 This clause has no application in respect of organisations which are properly registered as Group Training Organisations under the *Apprenticeship and Traineeship Act 2001* (or equivalent interstate legislation) and are deemed by the relevant State Training Authority to comply with the national standards for Group Training Organisations established by the ANTA Ministerial Council or its successor.

30. Anti-Discrimination

- 30.1 It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.

- 30.2 It follows that in fulfilling their obligations under the dispute resolution procedures prescribed under clause 31, the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It shall be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 30.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint or unlawful discrimination or harassment.
- 30.4 Nothing in this clause is to be taken to affect:
- 30.4.1 any conduct or act which is specifically exempted from anti-discrimination legislation;
- 30.4.2 offering or providing junior rates of pay to persons under 21 years of age;
- 30.4.3 any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*; and
- 30.4.4 a party to this award from pursuing matters of unlawful discrimination in any state or federal jurisdiction.
- 30.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

31. Dispute Resolution Procedures

- 31.1 Subject to the provisions of the *Industrial Relations Act 1996*:
- 31.1.1 Should any dispute, question or difficulty arise concerning industrial matters occurring in a particular workplace, the employee and/or Teachers Federation workplace representative shall raise the matter with the Director/Assistant Director as soon as practicable.
- 31.1.2 The Director/Assistant Director will discuss the matter with the employee and/or Teachers Federation representative within two working days with a view to resolving the matter or by negotiating an agreed method and time frame for proceeding.
- 31.1.3 Should the procedures in 31.1.2 be unsuccessful in producing resolution of the dispute, question or difficulty, then the employee and/or the Teachers Federation representative may raise the matter with an appropriate officer at institute or regional level with a view to resolving the dispute, question or difficulty or by negotiating an agreed method and time for proceeding.
- 31.1.4 Where the procedures in 31.1.3 do not lead to resolution of the dispute, question or difficulty, the matter shall be referred to the General Manager of Industrial Relations and Employment Services of the Department and the General Secretary of the Teachers Federation. They or their nominees shall discuss the dispute, question or difficulty with a view to resolving the matter or by negotiating an agreed method and time frame for proceeding.
- 31.2 Should the Above Procedures Not Lead to a Resolution, then Either Party May Make Application to the Industrial Relations Commission of New South Wales.

32. Educational Initiatives

The parties agree that, during the term of this award, they will work co-operatively to develop and implement agreed strategies aimed at improving the productivity of the College.

33. Industrial Rights

- 33.1 An accredited Teachers Federation representative at the College shall, upon notification thereof to the Director, be recognised as an accredited Teachers Federation representative.

- 33.2 An accredited Teachers Federation representative shall be allowed the necessary time during working hours to interview the employer or his/her representative on matters affecting employees.
- 33.3 An accredited Teachers Federation representative shall be allowed a reasonable period of time during working hours to interview a duly accredited Teachers Federation official.

34. Deduction of Union Membership Fees

- 34.1 The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- 34.2 The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- 34.3 Subject to 34.1 and 34.2 above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- 34.4 Monies so deducted from employees' pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- 34.5 Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.
- 34.6 Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

35. No Further Claims

Except as provided by the *Industrial Relations Act 1996*, there shall be no further claims prior to 31 December 2008 by the parties to this Award for changes to salaries, rates of pay, allowances, or conditions of employment in relation to matters expressly contained in this award.

SCHEDULES

Schedule 1 - Annual Salaries

| Classification | Salary from the first pay period to commence on or after 1.1.06 \$ | Salary from the first pay period to commence on or after 1.1.07 \$ | Salary from the first pay period to commence on or after 1.1.08 |
|----------------------|--|--|--|
| Increase | 3 % | 3% | 3% |
| Teacher Level A | 55,777 | 57,450 | 59,174 |
| Teacher Level B | 59,753 | 61,546 | 63,392 |
| Teacher Level C | 63,397 | 65,299 | 67,258 |
| Teacher Level D | 65,883 | 67,859 | 69,895 |
| Teacher Level E | 70,854 | 72,980 | 75,169 |
| Increase | 4.5% | 4.5% | 4% |
| Teacher Level F | 76,589 | 80,036 | 83,237 |
| Increase | 4% | 4% | 4% |
| Learning Coordinator | 86,599 | 90,063 | 93,666 |
| Assistant Director | 95,260 | 99,070 | 103,033 |

SCHEDULE 2**Hourly Rates for Casual Teachers, Co-ordinators and Counsellors**

| | Hourly rate as from the first pay period to commence on or after 1.1.06 \$ | Hourly rate as from the first pay period to commence on or after 1.1.07 \$ | Hourly rate as from the first pay period to commence on or after 1.1.08 \$ |
|--------------------------------------|---|---|---|
| Teaching Duties | 59.68 | 62.37 | 64.86 |
| Co-ordination/ Consultancy Duties | 56.11 | 58.63 | 60.98 |
| Counsellors | 49.19 | 50.67 | 52.19 |
| Duties Other Than Teaching (DOTT) | 47.12 | 49.24 | 51.21 |

SCHEDULE 3**Team Leader Allowance**

| | Rate as from the first pay period to commence on or after 1.1.06 \$ | Rate as from the first pay period to commence on or after 1.1.07 \$ | Rate as from the first pay period to commence on or after 1.1.08 \$ |
|---------------------------------|--|--|--|
| Increase | 4% | 4% | 4% |
| Team Leader Allowance per annum | 3,421 | 3,558 | 3,700 |

SCHEDULE 4**Excess Travel and Compensation for Travel on Official Business**

1. Definitions -

1.1 For the purpose of this Schedule:

1.1.1 "Excess Travel" means, for the purpose of subclause 3.3, those distances:

- (i) when travelling from home to work and vice versa, that distance in excess of the distance between the teacher's home and headquarters;
- (ii) on any day where the teacher is required during the day to travel from one college, campus or other workplace to another.

1.1.2 "Headquarters" means Bradfield College.

1.1.3 "Teacher" means all persons or officers employed in a full time, part time or casual teaching position at Bradfield College to assist the Director in the work of the College.

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

2. Introduction -

- 2.1 Except where authorised, teachers are responsible for meeting costs incurred in travel between their residence and usual place of work.

- 2.2 Teachers may be authorised to use their private vehicle for travel on official business in the performance of their normal duties where other modes of travel are unsuitable or unavailable.
- 2.3 The use of a teacher's private motor vehicle on official business is not mandatory.
3. Excess Travel Time -
- 3.1 When a teacher, in order to perform their teaching program is required to travel outside the teacher's duty hours:
- from the teacher's home to a college, campus or other workplace; and/or
 - from a college, campus or other workplace to the teacher's home; and/or
 - between colleges, campuses or other workplaces on any one day; and/or
 - between parts of a college, campus or other workplace which are at different sites; and/or
 - between colleges, campuses, institutes or other workplaces and any annexes of a college, campus, institute or other workplace which are at different sites,
- and where the teacher is not granted by mutual arrangement between the teacher and the College time off the teaching duties equal to and in lieu of the actual time spent in excess travelling, the teacher shall be paid for excess time occupied in travelling, in accordance with this Schedule but subject to the following conditions:
- 3.1.1 There shall be deducted from the teacher's travelling time on any one day the time normally taken for the periodic journey from home to headquarters and return.
- 3.1.2 Periods of less than fifteen minutes on any one day shall be disregarded.
- 3.1.3 Travelling time shall not include any period of travel between:
- (i) 11.00pm on any one day and 7.30am on the following day when the teacher has travelled overnight and accommodation has been provided for the teacher; or
 - (ii) 11.00pm on any one day and 6.00am on the following day for a teacher who is required to perform teaching duties between 6.00am and 7.30am as part of their teaching program when the teacher has travelled overnight and accommodation has been provided for the teacher.
- 3.1.4 Travelling time shall be calculated by reference to the time that might reasonably have been taken by the use of the most practical and economic means of transport.
- 3.1.5 No time spent in performing duties shall be counted as travelling time.
- 3.2 Payment for excess travelling time shall be at the teacher's ordinary rate of pay on an hourly basis, calculated as follows:
- 3.2.1 For full time teachers:
- $$\text{Annual salary} \quad \times \quad \frac{7}{365} \quad \times \quad \frac{1}{35}$$
- 3.2.2 For part time casual teachers:
- Duties Other Than Teaching (DOTT) rate

3.3 Payment for Excess Travel -

3.3.1 All travelling costs reasonably incurred because of excess travel for the use of a private motor vehicle shall be paid on the basis of cents per kilometre at two rates as set out in clause 9 of this schedule for:

- (i) up to 8,000 km per annum;
- (ii) over 8,000 km per annum.

3.3.2 For the purposes of payment under this subclause, excess travel on any day where the teacher is required during the day to travel from one college, campus or other workplace to another, shall be determined in accordance with the provisions of subclauses 3.3.1 to 3.3.8 inclusive.

3.3.3 On days when a teacher is required to travel on official business and travels to and from home, whether or not the teacher visits headquarters, a deduction shall be made from the total distance travelled from home to home as follows:

| Distance Home to Headquarters (One Way) Km | Deduction Km |
|---|---|
| 1 | 1 |
| 2 | 2 |
| 3 | 3 |
| 4 | 4 |
| 5 | 5 |
| 6 | 6 |
| 7 | 7 |
| 8 | 8 |
| 9 | 9 |
| 10 | 10 |
| 11-29 | 10 |
| 30 or more | 10 plus 2 km for each km above 29 km from home to headquarters. |

3.3.4 Provided that when the above deduction in subclause 3.3.3 has been effected, the teacher shall add to the number of kilometres claimed the kilometres shown in the following schedule:

| Home to Headquarters (One Way) Kilometres | Add Kilometres |
|---|-------------------|
| 29-35 | 1 |
| 36-40 | 2 |
| 41-45 | 3 |
| 46-50 | 4 |
| 51-55 | 5 |
| 56-60 | 6 |
| 61-65 | 7 |
| 66 and over | 8 |

3.3.5 This daily deduction discounts the normal one way distance travelled from home to headquarters for which teachers shall not be paid.

3.3.6 Where a teacher is on duty at their headquarters on a particular day and the teacher elects to travel to the headquarters in their private motor vehicle, no payment shall be made for such travel.

- (i) If, on such a day, the teacher is directed to travel from their headquarters in an emergency situation, the teacher may be granted approval to use their own motor vehicle and claim the normal kilometre rate for the distance from headquarters to the emergency centre and return.
- (ii) Where a teacher has approval to use their private motor vehicle on official business and is directed to have the vehicle at headquarters on each day, or particular days, in order to have available a ready means of transport, payment shall be made for the distance from home to headquarters and return for each day of duty the car is required to be available (on official business), less the daily deduction.

3.3.7 A claim for travel allowance cannot be made where the headquarters and another centre visited are on the same or adjacent sites where less than fifteen minutes travel between the sites is required.

3.3.8 The daily deduction is not applied where a teacher is required to use their private motor vehicle from their home after working hours on official business or when the teacher is required to stay away from home overnight on official business.

4. Waiting Time -

4.1 Where a teacher qualifies for payment in accordance with this Schedule for excess time occupied in travelling and necessary waiting time occurs, such waiting time shall be treated as travelling time subject to the following conditions:

4.1.1 Where there is no overnight stay with accommodation at a centre away from home or headquarters one hour shall be deducted from the necessary waiting time between the time of arrival at the centre and the commencement of duty and one hour shall be deducted from the necessary waiting time between the time of ceasing duty and the time of departure for home or headquarters or another centre.

4.1.2 Where overnight accommodation is provided at a centre any time from the completion of arrival at the centre until departure for home or headquarters or another centre shall not count as travelling time except that:

- (i) where duty is performed on the day of such departure any necessary waiting time (less one hour) from completion of such duty until departure shall be counted;
- (ii) where no duty is performed on the day of such departure necessary waiting time (less one hour) after 9.00am until such departure shall be counted,

and provided further that where accommodation as mentioned in subclause 3.1.3 above is provided waiting time after 11.00pm shall not be counted.

5. Official Business Rate -

5.1 The official business rate is payable where the use of a teacher's private motor vehicle on official business is authorised and the teacher is required to travel on official business using their motor vehicle on a regular basis of at least once per week throughout the College year or travel a minimum of 400 kilometres during the College year, except where:

5.1.1 an official vehicle is available;

5.1.2 for all or specific days of travel, public transport is obviously available, suitable, and does not result in a loss of the teacher's professional time and/or restriction in the performance of the teacher's duties and professional responsibilities.

- 5.2 Where a teacher commences duty other than at the start of the College year the minimum period of 400 kilometres to be travelled, as provided by subclause 5.1 above, shall be adjusted proportionately.
- 5.3 The rate paid is that specified at clause 9 of this schedule.
6. Casual Rate -
- 6.1 The casual rate is payable to teachers who are authorised to use their private motor vehicle to travel on official business intermittently as opposed to regular use (as provided by clause 5 of this Schedule) for which the official business rate is paid, except where:
- 6.1.1 an official vehicle is available;
- 6.1.2 for all or specific days of travel, public transport is obviously available, suitable, and does not result in a loss of the teacher's professional time and/or restriction in the performance of the teacher's duties and professional responsibilities.
- 6.2 Circumstances where teachers, who are not authorised for reimbursement of travel expenses at the official business rate, may be given approval to use their private vehicle on official business at the casual rate include travel to attend staff development courses, selection committee interviews, GREAT appeals and hearings.
- 6.3 The rate paid is that specified in clause 9 of this Schedule.
7. Payment of 2700 cc or more Motor Vehicle Rate -
- 7.1 Where the teacher's normal duties are performed within the Sydney Region (as defined by the Department Planning) the maximum per kilometre rate payable shall be the 1600 to 2700 cc rate.
- 7.2 Where the official travel, in whole or in part, is outside the Sydney Region, consideration shall be given to payment of the over 2700 cc rate in respect of a vehicle with an engine capacity above 2700 cc. Such consideration shall be related to the total annual distance travelled by the teacher on official business, the terrain and other factors advanced by the teacher as relevant.
- 7.3 Provided that the provisions of subclauses 7.1 and 7.2 above shall not apply to teachers who have an existing approval for payment of the over 2700 cc rate arising from clause 4 (b) (i) of Industrial Agreement 7036 of 1983.
8. Daily Deduction -
- 8.1 On days when a teacher is required to travel on official business and travels to and from home, whether or not the teacher visits headquarters, a deduction shall be made from the total distance travelled from home to home as follows:

| Distance Home to Headquarters (One Way) Kilometres | Deduction Kilometres |
|--|-------------------------|
| 1 | 1 |
| 2 | 2 |
| 3 | 3 |
| 4 | 4 |
| 5 | 5 |
| 6 | 6 |
| 7 | 7 |
| 8 | 8 |
| 9 | 9 |

| | |
|------------|---|
| 10 | 10 |
| 11-29 | 10 |
| 30 or more | 10 plus 2 km for each km above 29 km from home to headquarters. |

- 8.2 Provided that when the above deduction in subclause 8.1 has been effected, the teacher shall add to the number of kilometres claimed the kilometres shown in the following schedule:

| Home to Headquarters (One Way) Kilometres | Add Kilometres |
|---|-------------------|
| 29-35 | 1 |
| 36-40 | 2 |
| 41-45 | 3 |
| 46-50 | 4 |
| 51-55 | 5 |
| 56-60 | 6 |
| 61-65 | 7 |
| 66 and over | 8 |

- 8.3 This daily deduction discounts the normal one way distance travelled from home to headquarters for which teachers shall not be paid.
- 8.4 Where a teacher is on duty at their headquarters on a particular day and the teacher elects to travel to the headquarters in their private motor vehicle, no payment shall be made for such travel.
- 8.4.1 If, on such a day, the teacher is directed to travel from their headquarters in an emergency situation, the teacher may be granted approval to use their own motor vehicle and claim the normal kilometre rate for the distance from headquarters to the emergency centre and return.
- 8.4.2 Where a teacher has approval to use their private motor vehicle on official business and is directed to have the vehicle at headquarters on each day, or particular days, in order to have available a ready means of transport, payment shall be made for the distance from home to headquarters and return for each day of duty the car is required to be available (on official business), less the daily deduction.
- 8.5 A claim for travel allowance cannot be made where the headquarters and another centre visited are on the same or adjacent sites where less than fifteen minutes, travel between the sites is required.
- 8.6 The daily deduction is not applied where a teacher is required to use their private motor vehicle from their home after working hours on official business or when the teacher is required to stay away from home overnight on official business.

9. Official Business and Casual Rates -

| Clause of Schedule which applies | Rate/Vehicle Engine Capacity | Cents Per Km | |
|-------------------------------------|------------------------------|---------------------------|-------------------------------|
| | | 0 - 8,000 km per annum | 8,001 km or more per annum |
| 5 | Official Business Rate | | |
| | below 1600 cc | 50.6 | 21.1 |
| | 1600 - 2700 cc | 70.6 | 25.0 |
| | above 2700 cc | 75.9 | 27.0 |
| 6 | Casual Rate | | |
| | below 1600 cc | 21.1 | |

| | | |
|--|----------------|------|
| | 1600 - 2700 cc | 25.0 |
| | above 2700 cc | 27.0 |

Provided that these rates shall be adjusted in accordance with the rates pursuant to the Crown Employees (Public Service Conditions of Employment 2002) Award published 21 March 2003 (338 I.G. 837), as varied, or its successor as amended from time to time or in accordance with the rates as approved from time to time by the Director-General of the Premier's Department.

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

TEACHERS (INDEPENDENT SCHOOLS) (STATE) AWARD 2007

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Independent Education Union, Industrial Organisation of Employees.

(No. IRC 2800 of 2006)

Before The Honourable Justice Walton, Vice-President

20 November 2006

AWARD**PART A****CONDITIONS****1. Arrangement**

| Clause No. | Subject Matter |
|------------|---|
| 1. | Arrangement |
| 2. | Definitions |
| 3. | Salary Scales |
| 4. | Terms of Engagement |
| 5. | Pro Rata Annual Leave Payment |
| 6. | Annual Holiday Loading |
| 7. | Promotions Positions |
| 8. | Union Representatives |
| 9. | Leave |
| 9.1 | Sick Leave |
| | (a) Entitlement |
| | (b) Accumulation |
| 9.2 | Domestic Leave |
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| 9.4 | Parental Leave |
| | (a) Maternity Leave |
| | (b) Paternity Leave |
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| | (d) Parental Leave Entitlement for Casual Teachers |
| | (e) Right to request |
| | (f) Communication during parental leave |
| 9.5 | Long Service Leave |
| 9.6 | Recognition of Immediate Past Service for the Calculation of Long Service Leave Credits |
| 9.7 | Bereavement Leave |
| 9.8 | Military Reserve Leave |
| 9.9 | Examination/Study Leave |
| 9.10 | Jury Service |
| 10. | Teacher Skill Development |
| 11. | Remuneration Package |
| 12. | Suspension |
| 13. | Disputes Procedure |
| 14. | No Extra Claims and Leave Reserved |
| 15. | Superannuation |
| 16. | Anti-Discrimination |
| 17. | Area Incidence and Duration |

PART B

MONETARY RATES

Table 1A - Salaries
Table 1B - Allowances for Promotions Positions
Table 1C - Director's Allowances
Table 2 - Other Rates and Allowances
Table 3 - Casual Rates (Daily, Half Daily, pre-school only
quarter day)

Attachment A - Classifications
Attachment B - Teacher/Librarians
Attachment C - Particular Conditions of Preschool Teachers
Attachment D - Redundancy
Attachment E - Settlement Procedure: Agreement between
the AIS and the IEU

2. Definitions

For the purpose of this award:

- (a) "Casual Teacher" means a teacher engaged on a casual basis for a period not exceeding four weeks. Provided that such casual engagement may continue beyond four weeks for a further four weeks where the casual teacher is replacing a teacher absent for a period which extends beyond four weeks (and such longer absence was not anticipated when the casual teacher was engaged).
- (b) "Conditionally Classified Four Years Trained Teacher" means a teacher who is a graduate other than a graduate to whom subclause (f) and (g) of this clause applies.
- (c) "Degree Course" means a course of study at a recognised higher education institution of at least three years full-time duration, or its part-time equivalent.
- (d) "Deputy Principal" means a teacher appointed as such in a primary or secondary department, who assists the Principal in his or her responsibility for the conduct and organisation of the school.
- (e) "Equivalent qualifications or equivalent course" means qualification or a course which is specified by Attachment A of this award as being equivalent to a particular qualification or course prescribed by this award, which the employer and employee agree as being equivalent to the qualification or course prescribed by the clause in question in this award or which the Industrial Relations Commission of New South Wales determines as being so equivalent.
- (f) "Five Years Trained Teacher" means a teacher who:
 - (i) has obtained a degree from a recognised higher education institution which requires a minimum of four years full-time study and who has, in addition, satisfactorily completed at least a one year full-time course in teacher education including a Diploma in Education from a recognised higher education institution; or
 - (ii) is a graduate and who in addition:
 - (A) obtains by study a Masters Degree or Doctorate, from a recognised higher education institution; and
 - (B) satisfactorily completes at least a one year full-time course in teacher education including a Diploma in Education from a recognised higher education institution; or
 - (iii) a teacher who has obtained other equivalent qualifications.

- (g) "Four Years Trained Teacher" means:
- (i) A teacher who is a graduate in Education (four years course); or
 - (ii) A teacher who is a graduate who holds a Diploma in Education from a recognised higher education institution; or
 - (iii) A teacher who is a graduate who has satisfactorily completed at least a one year full-time course in teacher education at a recognised higher education institution, or who has acquired other equivalent qualifications; or
 - (iv) A teacher who has acquired other equivalent qualifications (as defined in paragraph (g) above).
- (h) "Full-Time Teacher" means any teacher other than a casual, part-time, or temporary teacher.
- (i) "Graduate" means a teacher who holds a degree from a recognised higher education institution.
- (j) "Part-Time Teacher" means a teacher who is engaged to work regularly, but for less than a full school week and not more than 0.8 of the normal hours which a full-time teacher at the school is required to teach.

A part-time teacher may work more than 0.8 of the normal full-time load where an agreement has been reached by the parties. Such agreement shall be in writing and shall include the length of the term of the arrangement and the scheduling of time.

- (k) Positions of Special Responsibility:
- (i) "Co-ordinator 1" means a teacher appointed as such in a primary or secondary department who is:
 - (A) responsible for the co-ordination of a programme of work in an area of instruction or other activity; or
 - (B) required to assist a Co-ordinator 2 in the performance of his / her duties; or
 - (C) required to perform other duties, as determined by the Principal.
 - (ii) "Co-ordinator 2" means a teacher appointed as such in a primary or secondary department who is responsible to the Principal for the co-ordination of a programme of work in an area of instruction or other activity.
 - (iii) Co-ordinator "3" means a teacher appointed as such in a primary or secondary department who is responsible to the Principal for:
 - (A) the supervision of Co-ordinators 1 and 2 and Senior Teacher - Level 2; and/or
 - (B) the co-ordination and supervision of the academic programme of the school in the secondary or primary departments or both; and/or
 - (C) the professional development of teachers at the school; and/or
 - (D) other duties as required by the Principal.
- (l) "Primary Department" means that section or division of a school which provides a primary education (including infants) and includes a school which provides a primary education only.
- (m) "Professionally Accomplished Teacher" means a teacher who has been classified as such by the NSW Institute of Teachers.

- (n) "Recognised higher education institution" means an Australian university recognised by the relevant Australian tertiary education authority from time to time or a former college of advanced education recognised by the Tertiary Education Commission.
- (o) "Recognised school" means a school registered under the provisions of the *Education Act 1990* or any registered special school within the meaning of that Act or school for the disabled.
- (p) "Secondary Department" means that section or division of a school which is not a primary department and includes a school which provides a secondary education only.
- (q) "Senior Teacher - Level 1" means a Four Years or Five Years Trained teacher who has completed at least 12 months full-time service or its part-time equivalent on Step 13 and who has been awarded the classification by an employing authority.
- (r) "Senior Teacher - Level 2" means a teacher appointed as such in a primary or secondary department, who is responsible for developing and implementing outstanding teaching practice and leadership with particular reference to the performance and quality of teachers in the school, or who is required to perform other duties of comparable level (including in the area of pastoral care) requiring a high level of professional expertise.
- (s) "Teacher" means a person employed as such to assist the Principal in the work of the school.
- (t) "Temporary Teacher" means a teacher employed to work full-time or part-time for a specified period which is not more than a full school year, but not less than four school weeks.

Provided that a teacher may be employed for a specific period in excess of a full school year but not more than two full school years where such a teacher is replacing a teacher who is on leave for a specified period in excess of a full school year.

A teacher shall not be employed on successive temporary appointments except where each appointment is for a different purpose.

A teacher cannot be employed on a temporary basis unless any advertisement for the position stated the position was temporary and unless the teacher was advised at the point he or she was offered the position that it was temporary.

A teacher shall not be employed on a temporary basis for the purpose of probation.

- (u) "Three Years Trained Teacher" means:
 - (i) A teacher who has satisfactorily completed a three years full-time course in teacher education at a recognised higher education institution; or
 - (ii) A teacher who has acquired other equivalent qualifications (as defined in paragraph (e) above).
- (v) "Two Years Trained Teacher" means:
 - (i) A teacher who has satisfactorily completed a two years full-time course in teacher education at a recognised higher education institution.

Provided that a teacher who is not otherwise classified pursuant to this Agreement, shall be deemed to be a Two Years Trained Teacher; or
 - (ii) A teacher who has acquired other equivalent qualifications (as defined in paragraph (e) above).
- (w) "Union" means the New South Wales Independent Education Union.

3. Salary Scales

3.1

- (a) The minimum annual rate of salary payable to full-time teachers in schools and pre-schools shall be as set out in Part B, Table 1A- Salaries. Weekly salaries shall be ascertained by dividing the annual salaries by 521/7.
- (b) Five Years Trained Teachers
- A Five Years Trained Teacher shall commence on Step 6 of the scale and progress according to normal years of service to Step 13 of the scale;
- (c) Four Years Trained Teachers
- (i) A Four Years Trained Teacher shall commence on Step 5 of the scale and progress according to normal years of service to Step 13 of the scale.
- (ii) A Four Years Trained Teacher upon satisfying the requirements for classification as a Five Years Trained Teacher shall have his or her incremental position advanced one year with retention of normal incremental date and shall thereafter progress according to normal years of service.
- (d) Three Years Trained Teachers
- (i) A Three Years Trained Teacher shall commence on Step 3 of the scale and shall progress according to normal years of service to Step 13 of the scale;
- (ii) A Three Years Trained Teacher shall include a teacher deemed as such immediately prior to 17 August 1990;
- (iii) A Three Years Trained Teacher, who by further study completes the equivalent of one year of full-time study of a degree course, shall have his or her salary advanced one increment with retention of normal incremental date and shall thereafter progress in accordance with normal years of service to Step 13 of the scale.
- (e) Two Years Trained Teachers
- (i) A Two Years Trained Teacher shall commence on Step 2 of the scale and progress according to normal years of service to Step 13 of the scale.
- Provided that a teacher who has not completed two years or equivalent of qualifications shall not be permitted to progress beyond Step 6, subject to paragraph (g) of this subclause.
- (ii) A Two Years Trained Teacher who by further study satisfactorily completes the equivalent of one year of full-time study of a degree course, shall be deemed a Three Years Trained Teacher and shall be paid an additional increment with retention of normal incremental date and shall thereafter progress in accordance with normal years of service to Step 13 of the scale;
- (f) Conditionally Classified Four Years Trained Teacher
- A Conditionally Classified Four Years Trained Teacher shall commence on Step 5 of the scale and progress according to normal years of service to Step 9 of the scale; provided that a teacher shall after 15 years service, progress to Step 10 of the scale and shall thereafter progress according to normal years of service to Step 13 of the scale.

(g) Previous Award Classification

Teachers employed immediately prior to the date of making of this award shall be deemed to be classified under this award at a level not less than that which applied under the previous award, the Teachers (Independent Schools) (State) Award 2004, and shall be deemed to have years of service as at the date of making this award calculated in accordance with the provisions of the previous award.

3.2 Special Education Allowances

Teachers appointed to teach classes of children with disabilities shall be paid in addition to the salaries provided for in clause 3.1 an allowance as set out in Part B, Table 2, Item 1. A part-time teacher shall receive the allowance set out in Part B, Table 2, Item 2.

3.3 Calculation of Service

For the purpose of this clause, any teacher if required by the employer so to do, shall upon engagement establish to the satisfaction of the employer, the length of his or her teaching service in recognised schools or in schools certified or registered under the appropriate legislation in other States or Territories of the Commonwealth of Australia and the period so established shall be taken to be the length of such service, for the purpose of that employment. For the purpose of calculating service:

- (i) Any employment as a full-time teacher (including employment as a temporary full-time teacher), shall be counted as service;
- (ii) The amount of service of a part-time teacher (including a temporary part-time teacher) shall be calculated by reference to the ratio which the number of hours taught by the teacher in any year bears to the normal number of hours taught by a full-time teacher at the school in the same year;
- (iii) Casual teachers shall be entitled to normal incremental progression on the basis of one increment for each 204 days of service.

3.4 Progression (Completion of Qualifications)

- (a) The transfer to a higher salary step of a teacher who has completed a course of training which makes the teacher eligible to be so transferred and the further incremental progression of such teacher on the salary scale shall be effected in accordance with this clause.
- (b)
 - (i) A teacher seeking such transfer shall make application in writing to the employer and shall attach to such application documentary evidence establishing that the teacher has had or will have conferred on him or her the diploma, degree or equivalent recognition of the completion of the course of training which makes the teacher eligible to transfer;
 - (ii) Where an application is made under clause 3.4 (b) (i) which establishes that a teacher is eligible to transfer to a higher salary step, such transfer shall take effect:
 - (1) From the beginning of the first pay period to commence on or after the date the teacher undertook the last paper in the final examination in the course of training which creates the eligibility for transfer, or from the beginning of the first pay period to commence on or after the date of completion of formal course requirements, whichever is the later; provided that the application for transfer is received by the employer no later than the first school day of the school term following the completion of such course of training; or
 - (2) Where the application for transfer is not received by the employer within the time specified in (1), from the beginning of the first pay period to commence on or after the date on which the employer receives such application;

- (iii) A teacher who is transferred to a higher salary step in accordance with this subclause, shall, for the purpose of further incremental progression after such transfer, retain his or her normal salary incremental date. Provided that if the transfer of the teacher to the higher salary step coincides with the teacher's normal salary incremental date, the increment shall be applied prior to the teacher being transferred to the higher step.
- (c) A teacher who is Two Years Trained, Three Years Trained or Four Years Trained, who completes a course of training which entitles the teacher to be classified as Three Years Trained, Four Years Trained or Five Years Trained, as the case may be, shall progress to the step on the salary scale which shall be determined by the teacher's years of service on the lower classification and the teacher's new qualifications and the teacher shall retain his or her normal incremental salary date.
- (d) A teacher who is Conditionally Classified Four Years Trained and who completes a course of training which entitles the teacher to be classified to a higher classification shall progress to the step on the salary scale which is determined by the teacher's new qualifications and such step as is closest to the teacher's salary prior to progressing and which shall result in an increase in the teacher's salary.

3.5 Senior Teacher - Level 1

- (a) A Four or Five Years Trained teacher who has completed 12 months on Step 13 of the scale may apply to be classified as a Senior Teacher - Level 1 with salary as set out in Part B, Table 1A.
- (b) A teacher referred to in clause 3.5 (a) above, who, on application, is assessed by the employer as a highly skilled and competent teacher in accordance with the following criteria shall be classified or progress as provided in clause 3.5 (a):
 - (i) Tertiary Study - courses of study undertaken at an approved tertiary institution; or
 - (ii) In-service - accredited by the Principal of the school, which is conducted by Department of School Education, the employer, an employer organisation, a professional association or other relevant body; and
 - (iii) Professional Involvement - participation in a wide range of professional activities at classroom, school, or community levels as follows:
 - (1) Work relating to classroom activities - Involvement in curriculum/resource development and planning; involvement in reflective and adaptive classroom practice; including knowledge and preparation of syllabus content; relevance of methodology used
 - (2) Promotion of Learning in the Classroom - assessed by the Principal and/or the Principal's nominee as able to create a learning environment that engages students in their learning by the use of a variety of teaching strategies and management of the classroom to promote learning.

As part of the assessment the Principal and/or the Principal's nominee may make direct observations of the classroom practice for up to two lessons which will include assessing the class rapport, tone, discipline and motivation.
 - (3) Involvement beyond the classroom - Sharing and learning knowledge and skills with and from peers; involvement in co-operative planning.
 - (4) As a member of the Whole School - Effective involvement as a team member; effective contribution to the life of the school.

A teacher should be assessed as highly skilled and competent on the basis of the teacher's professional involvement and shall have participated in a satisfactory level of in-service or tertiary study.

- (c) A Two or Three Years Trained Teacher who had been assessed as a highly skilled and competent teacher pursuant to clause 3.5 (b) of the previous award and who subsequently completes a course of training which makes the teacher eligible to be reclassified as Four or Five Years Trained pursuant to clause 3.4 shall also be classified as Senior Teacher Level 1 on such reclassification, provided that after 1991 the teacher shall have completed nine years of service.
- (d) A recommendation for classification or progression pursuant to this clause, if approved by the employer, shall take effect from the beginning of the first full pay period after the teacher is eligible for such classification or progression or from the date of application by the teacher, where such date is after the date on which the teacher becomes eligible. In the case of a teacher who becomes eligible during a period of paid leave, such classification or progression shall take effect from the date of eligibility.

3.6 Payment Fortnightly/Half Monthly

- (a) The salary payable to any teacher other than a casual teacher pursuant to this clause, shall be payable either fortnightly or monthly if by mutual agreement and provided that payment is two weeks in advance.
- (b) Where the pay day for a monthly pay period falls on a Saturday, Sunday or public holiday, salaries shall be paid on the day not being a Saturday, Sunday or public holiday immediately preceding said pay day.
- (c) The salary payable to any teacher, pursuant to this clause, shall be payable at the election of the employer by either cash, cheque or Electronic Funds Transfer into an account nominated by the employee.

3.7 Payment of Part-Time, Temporary and Casual Teachers:

- (a)
 - (i) Subject to sub-clause (ii), a part-time teacher, including a temporary part-time teacher, shall be paid at the same rate as a full-time teacher with the corresponding classification but in that proportion which the number of hours which are normal teaching hours bear to the hours which a full-time teacher at the school is normally required to teach.
 - (ii) A part-time teacher/librarian, including a temporary part-time teacher/librarian, shall be paid at the same rates as a full-time teacher/librarian, with the corresponding classification, but in that proportion which the number of hours which are the normal working hours bears to the hours a full-time teacher/librarian at the school is normally required to work. If there is no full-time teacher/librarian employed at the school, the proportion shall be based upon the number of hours which a full-time teacher/librarian at the school would be required to work if employed.
 - (iii) A part-time teacher shall undertake the normal duties of a full-time teacher proportional to their face to face teaching load as required by the employer over the course of the year. The employer will attempt to assist a part time teacher to meet these requirements by consulting with the teacher regarding the timing of such commitments. If a part-time teacher is required to attend duties on a day that they do not normally attend and that attendance is in addition to their normal pro rata duties the teacher shall be paid for such attendance at the casual rate of pay. In considering pro rata duties, regard will be had as to whether teachers at the school normally perform such duties in addition to, or in substitution for, teaching duties.
- (b) A temporary full-time teacher shall be paid at the same rate as that prescribed for a full-time teacher with corresponding classification.
- (c) The salary payable to a casual teacher shall be the appropriate rate in clause 3.1 in accordance with years of full-time service, divided by 204 in the case of a daily payment and 408 in the case

of a half-day payment, plus 5%. These rates are set out in Table 3 provided that the maximum rates payable shall be as follows:

| Classification | Step |
|-----------------------------|------|
| Four and Five Years Trained | 8 |
| All Other Teachers | 7 |

The said rate includes the pro-rata payment in respect of annual holidays to which the teacher is entitled in accordance with the *Annual Holidays Act 1944*.

- (d) A casual teacher shall be paid for a minimum of half a day for each single engagement. See Part B, Table 3.

3.8 Travelling Expenses

- (a) Where the use of a vehicle is required in connection with employment, other than for journeys between home and the place of employment, the teacher shall be paid an allowance as set out in Part B, Table 2, Item 3.
- (b) Travelling and other out of pocket expenses reasonably incurred by a teacher in the course of duties required by the employer, shall be reimbursed by the employer.

3.9 Payment for Supervision of Student Teachers

Where supervision of the teaching of a student teacher is required as a part of duty, the teacher shall receive all payments made by the Student Teachers' Training Institution for such supervision.

3.10 Overpayments

Where excess payments are made in circumstances which were not apparent or could not reasonably have been expected to be detected by the teacher, the relevant parties shall seek agreement on the matter of the overpayment, including where necessary and appropriate, discussion between the union and relevant employer representatives.

4. Terms of Engagement

4.1 Letter of Appointment

The employer shall provide a teacher (other than a casual teacher) on appointment with a letter of appointment stating inter alia the classification and rate of salary as at appointment, the normal teaching load that will be required, requirements to perform extra-curricular duties and an outline of superannuation benefits available to teachers at the school.

4.2 Termination of Employment

The employment of any teacher (other than a casual teacher) shall not be terminated without at least four school term weeks notice on either side, or the payment of, or forfeiture, of four weeks' salary in lieu of notice. Provided that such four weeks' notice shall expire within the school term during which it is given and shall expire either:

- (a) at the end of the said school term; or
- (b) at least two weeks before the end of the said school term.

The foregoing shall not affect the right of the employer to dismiss summarily any teacher for incompetence, misrepresentation, neglect of duty or other misconduct.

4.3 Statement of Service

Upon the termination of service of a teacher (other than a casual teacher), the employer shall provide a statement of service setting out the length of service, the number of classes and range of subjects taught (or the age of the children taught in the case of a teacher employed in a pre-school), the promotions positions held and any special and/or additional duties performed by such teacher.

4.4 Upon request, a casual teacher shall be supplied with a statement setting out the number of days of duty undertaken by the casual teacher during the period of the engagement, provided such request is made during or on termination of the casual engagement.

4.5 Normal Duties

The normal duties of teachers shall include playground duties, sports duties, and usual extra-curricular activities and, in relation to teachers appointed to residential positions, the usual residential duties.

4.6 An employer may direct a teacher to carry out such duties as are within the limits of the teacher's skill, competence and/or training.

4.7 Lunch Break

A teacher shall be entitled to a minimum of 30 consecutive minutes as a luncheon break during which period a teacher shall not be required to hold meetings, supervise, teach or coach sport, team games, cultural or academic activities.

4.8 Pre-school Teachers

The provisions of this award shall apply in relation to preschool teachers subject to the specific provisions of Attachment C- Particular Conditions of Pre-school Teachers.

4.9 Redundancy

In conjunction with the other applicable provisions of this award, Attachment D-Redundancy shall apply as a minimum entitlement in cases of redundancy.

Note: the notice applicable shall be either the notice required pursuant to subclause 4.2 of this clause or the notice pursuant to clause 4 of Attachment D - Redundancy, whichever is greater.

5. Pro Rata Annual Leave Payment

5.1 This clause will apply:

- (a) in lieu of the corresponding provisions of the Annual Holidays Act 1944; and
- (b) notwithstanding any other provisions in this award.

5.2 The provisions of this clause shall apply where:

- (a) a teacher's employment ceases;
- (b) a teacher commences employment after the School Service Date;
- (c) where a teacher takes approved leave without pay; or
- (d) where the hours which a teacher normally teaches at a school have varied since the School Service Date ("a teacher whose hours have varied"), and payments shall be made to such teachers by application of the formula prescribed by either clause 5.3 (a) or (b), as appropriate, and, if relevant, by the application of the provisions of clauses 5.5, 5.6 and 5.7 in combination.

5.3

(a) Calculation of Payments

Payments made pursuant to this clause to a teacher whose hours have varied shall be calculated in accordance with the following formula:

$$P = \frac{s \times c}{b} - d$$

Where:

- P is the payment due.
- s is the total salary paid in respect of term weeks, or part thereof, since the anniversary of employment [or date of employment in circumstances where a teacher has been employed by the school for less than one year].
- b is the number of term weeks, or part thereof, in the year.
- c is the number of non-term weeks, or part thereof, in the year.
- d is the salary paid in respect of non-term weeks, or part thereof, that have occurred since the anniversary of employment [or date of employment in circumstances where a teacher has been employed by the school for less than one year].

(b) Payments made otherwise pursuant to this clause shall be calculated in accordance with the following formula:

$$P = S \times \frac{t \times c}{b} - d$$

Where:

- P is the payment due.
- s is an amount equivalent to a week's salary (including allowances) of the teacher at the date of application of the formula.
- t is the number of term weeks, or part thereof, worked by the teacher since the School Service Date.
- b is the number of term weeks, or part thereof, in the year.
- c is the number of non-term weeks, or part thereof, in the year.
- d is the number of non-term weeks, or part thereof, worked by the teacher since the school service date.

(c) For the purposes of this clause:

- (i) "School Service Date" means the usual commencement date of employment at a school for teachers who are to commence teaching on the first day of the first term.
- (ii) "Teacher" means any teacher other than a casual teacher.

5.4 Termination of Employment

A teacher shall be entitled on termination of employment to a payment calculated in accordance with this clause.

5.5 Teachers Who Commence Employment After the Commencement of the School Year

- (a) A teacher who commences employment after the usual date of commencement at a school in any school year, shall be paid from the date the teacher commences, provided that at the end of Term IV or final semester in that year, the teacher shall be paid an amount calculated pursuant to clause 5.3 and shall receive no salary or other payment other than payment under this clause until the School Service Date or the resumption of Term 1 or first semester in the following school year.
- (b) In each succeeding year of employment, the anniversary of appointment of the teacher for the purpose of this clause shall be deemed to be the School Service Date.

5.6 Teachers Who Take Approved Leave Without Pay

Where a teacher takes leave without pay with the approval of the employer for a period which [in total] exceeds 20 pupil days in any year, the teacher shall be paid salary calculated in accordance with this clause as follows:

- (a) If the leave without pay commences and concludes in the same school year:
 - (i) subject to clause 5.6 (a) (ii) below, the payment shall be calculated and made at the conclusion of Term IV of that school year; and
 - (ii) if the leave without pay commences on the day following the last teaching day of a term and concludes on the day preceding the first teaching day of a term in the same year a payment shall be calculated and made:
 - (A) at the commencement of the leave in respect of that year; and
 - (B) at the end of Term IV in accordance with clause 5.6 (c).
- (b) If the leave without pay is to conclude in a school year following the school year in which the leave commenced:
 - (i) at the commencement of the leave, a payment shall be calculated and made in respect of the school year in which the leave commences; and
 - (ii) at the end of Term IV in the school year in which the leave concludes, a payment shall be calculated and made in respect of that school year.
- (c) The payment to be made to a teacher at the conclusion of Term IV of a school year:
 - (i) pursuant to clause 5.6 (a) (ii) (B);
 - (ii) or in circumstances where, with the agreement of the employer, a teacher who has been paid pursuant to clause 5.6 (b) (i) returns from leave during the school year in which the leave commenced and not withstanding that as a result did not in total exceed 20 pupil days, shall be determined by:
 - (A) applying the formula in clause 5.3 as if no payment had been made to the teacher pursuant to clause 5.6 (a) (ii) (A) or clause 5.6 (b) (i); and
 - (B) deducting from that amount the amount paid to the teacher pursuant to clause 5.6 (a) (ii) (A) or clause 5.6 (b) (i).

- (d) Notwithstanding the provisions of clause 5.1 (a), a teacher shall not pursuant to this clause be paid an amount in respect of a year of employment which is less than the amount to which the teacher would otherwise be entitled under the provisions of the Annual Holidays Act 1944, in respect of a year of employment.

Notation:

The employers and the Union are of the unanimous view that other than in exceptional circumstances leave without pay should preferably commence on the day following the last teaching day of a term and conclude on the day preceding the first teaching day of a term unless the employer has expressly agreed to the contrary.)

5.7 Teachers Whose Hours Have Varied

Where the hours which a teacher normally teaches at a school have varied since the School Service Date in any school year and the teacher's employment is to continue in the next school year, the teacher shall be paid at the conclusion of Term IV or final semester of that year in accordance with the formula provided in clause 5.3 (a) and shall receive no salary or other payment other than payment under this clause until the School Service Date or the resumption of Term 1 or the first semester in the following school year.

6. Annual Holiday Loading

- 6.1 Subject to clause 6.6, where a teacher other than a casual teacher, is given and takes annual holidays commencing at the beginning of the school summer vacation each year, the teacher shall be paid an Annual Holiday Loading calculated in accordance with this clause.
- 6.2 The loading shall be payable in addition to the pay payable to the teacher for the period of the school summer vacation.
- 6.3 The loading shall be calculated:
- (a) in relation to such period of a teacher's annual holiday as is equal to the period of annual holiday to which the teacher is entitled for the time being under the *Annual Holidays Act 1944* at the end of each year of employment or where relevant.
- (b) the period of annual leave calculated under clause 6.6.
- 6.4 The loading shall be the amount payable for the period specified in clause 6.3 or 6.6 at the rate of 17.5 per cent of the weekly equivalent of the teacher's annual salary.
- 6.5 For the purposes of this clause, "salary" shall mean the salary payable to the teacher at the first day of December of the year in which the loading is payable together with, where applicable, the allowances prescribed by clauses 3.2 and 7.3, but not including any other allowances or amount otherwise payable in addition to salary.

Provided that where clause 6.6 applies, "salary" shall mean the salary (together with allowances payable as aforesaid) payable immediately prior to the payment made to the teacher pursuant to clause 5.3 (b).

- 6.6 Where a teacher receives a payment pursuant to clause 5.3 (b), including the case where a teacher's employment is terminated by the employer during the school year for a reason other than misconduct, the teacher shall be entitled to be paid for that part of such fraction of the annual holiday loading he or she would be entitled to for the full school year as is equal to the fraction which the number of school weeks worked by the teacher in that year bears to the number of school weeks he or she would be normally required by the Principal to work in a full school year.

7. Promotions Positions

7.1 Establishment of Positions

(a) Deputy Principal

The position of Deputy Principal must be established:

- (i) where the enrolment of the whole school exceeds 200, or
- (ii) if the primary and secondary sections of the school are located at different sites, and staff and curriculum support is conducted separately, where the enrolment in a section exceeds 200.

Where a Deputy Principal in a primary department with enrolments between 101 and 200 is receiving an allowance at the rate prescribed for a primary department with enrolments between 201 and 250 at the date of the commencement of this award, such Deputy Principal shall continue to be paid the allowance prescribed for such a primary department in this award while continuing to occupy that position. In such a school where a Deputy Principal is employed, the school need not appoint a teacher to hold a Position of Special Responsibility in accordance with clause 7.1 (b).

(b) Positions of Special Responsibility

- (i) Each school may establish positions to meet its managerial needs and determine the title of each position.
- (ii) Subject to clause 7.1 (b) (iii) and (iv) below, a school must create the minimum number of positions of special responsibility determined by the number of points applicable to that school as set out in the table in clause 7.1 (c) below.
- (iii) In a secondary department a Co-ordinator 2 position must be established where the teaching hours of a programme of work in an area of instruction or activity as determined by the school (e.g., subject or key learning area) exceeds 2,000 hours per annum, or where the position has other duties (of a comparable level) as determined by the Principal.
- (iv) In determining an area of instruction, an employer may aggregate two or more subjects to comprise an area of instruction provided that the total hours of aggregated instruction in an area of instruction that involves more than one subject, shall not exceed 4,000 teaching hours per annum.

(c) Positions of Special Responsibility - Points Tables

Subject to clause 7.5 the points applicable to a department shall be established according to the following tables:

| Primary Departments | | | | | |
|---------------------|--------|---------|--------|---------|--------|
| Classes | Points | Classes | Points | Classes | Points |
| 1 | 0 | 10 | 3 | 19 | 6 |
| 2 | 0 | 11 | 3 | 20 | 6 |
| 3 | 0 | 12 | 3 | 21 | 6 |
| 4 | 1 | 13 | 4 | 22 | 7 |
| 5 | 1 | 14 | 4 | 23 | 7 |
| 6 | 1 | 15 | 4 | 24 | 7 |
| 7 | 2 | 16 | 5 | 25 | 8 |
| 8 | 2 | 17 | 5 | 26 | 8 |
| 9 | 2 | 18 | 5 | 27 | 8 |

| Secondary Departments | | | | | |
|-----------------------|--------|---------|--------|---------|--------|
| Classes | Points | Classes | Points | Classes | Points |
| 1 | 0 | 20 | 13 | 39 | 26 |
| 2 | 1 | 21 | 14 | 40 | 27 |
| 3 | 2 | 22 | 15 | 41 | 28 |
| 4 | 2 | 23 | 15 | 42 | 28 |
| 5 | 3 | 24 | 16 | 43 | 29 |
| 6 | 4 | 25 | 17 | 44 | 30 |
| 7 | 4 | 26 | 17 | 45 | 31 |
| 8 | 5 | 27 | 18 | 46 | 31 |
| 9 | 6 | 28 | 19 | 47 | 32 |
| 10 | 6 | 29 | 20 | 48 | 33 |
| 11 | 7 | 30 | 20 | 49 | 33 |
| 12 | 8 | 31 | 21 | 50 | 34 |
| 13 | 8 | 32 | 22 | 51 | 35 |
| 14 | 9 | 33 | 22 | 52 | 35 |
| 15 | 10 | 34 | 23 | 53 | 36 |
| 16 | 11 | 35 | 24 | 54 | 37 |
| 17 | 11 | 36 | 24 | 55 | 37 |
| 18 | 12 | 37 | 25 | 56 | 38 |
| 19 | 13 | 38 | 26 | 57 | 39 |

For the purpose of this sub-clause, "class" means

- (i) In a primary department - a standard roll class of pupils. (Note: a two stream primary school is likely to have 14 classes in K to 6.)
- (ii) In a secondary department - an English class. (This includes all classes of English instruction).

7.2 Minimum Number of Positions

In establishing the minimum number of positions required to be established under clause 7.1 (b) (ii) each position of special responsibility established by a school has a points value as follows:

Points Value Table

| Position | Points |
|------------------|--------|
| Senior Teacher 2 | 1 |
| Co-ordinator 1 | 1 |
| Co-ordinator 2 | 2 |
| Co-ordinator 3 | 3 |

7.3 Allowances

- (a) A teacher appointed to the position of Co-ordinator 1 or Senior Teacher 2 shall be paid the applicable allowance as set out in Part B, Table 1B, Item 1 in addition to the salary applicable to the appointee (as set out in Table 1A), which shall be no less than Step 9 (secondary) and Step 7 (primary).
- (b) A teacher appointed to the position of Co-ordinator 2, Co-ordinator 3 or Deputy Principal shall be paid the applicable allowance as set out in Part B, Table 1B in addition to the appropriate salary as set out in Table 1A, provided that in the case of a teacher employed in such a position prior to the commencement of this award, such teacher shall be paid the allowance and the salary for a Senior Teacher 1 (as set out in Table 1A).

Provided that, a teacher employed in such a position prior to the commencement of this award who is not otherwise eligible to be classified as a Senior Teacher 1 will only be entitled to be

paid the salary for Senior Teacher 1 while he or she holds either a Co-ordinator 2, Co-ordinator 3 or Deputy Principal position.

7.4 Acting Appointments

If an employer appoints a teacher to act in a position of special responsibility or as a Deputy Principal for at least ten consecutive school days, the employer must pay the teacher the rate of allowance prescribed for that position.

7.5 Special Schools

The table below will apply to registered special schools within the meaning of the *Education Act 1990* or Schools for children with disabilities instead of clause 7.1 (c).

| Special Schools: Promotions Points | |
|------------------------------------|-------------------|
| Number of Teachers (FTE) | Promotions Points |
| 0 - 3 | 0 |
| 4 - 8 | 1 |
| 9 - 12 | 2 |
| 13 - 14 | 3 |
| 15 - 17 | 4 |
| 17 + | 5 |

7.6 Steiner Schools

- (a) The parties acknowledge that the Steiner Schools do not appoint teachers to position of special responsibility or as Deputy Principal.
- (b) In recognition of the nature of the work performed by teachers in the circumstances set out in paragraph (a) of this subclause, the schools will apply the formula below:

$$A = \frac{B}{C}$$

Where:

A = Amount payable to each participant;

B = Amount which would have been payable to teachers holding promotion positions if the award applied;

C = The number of teachers at the school from time to time approved by the College of Teachers (or its administrative equivalent) as participants for the purpose of this subclause on the basis of full-time equivalents.

8. Union Representatives

- 8.1 The employer shall permit the union representative in the school to post union notices relating to the holding of meetings on a common room noticeboard.
- 8.2 The union representative shall be permitted in working hours [other than timetabled teaching time] to interview the employer or the Principal on union business. Such interview shall take place at a time and place convenient to both parties.
- 8.3 Meetings of union members who are employed at the school may be held on the school premises at times and places reasonably convenient to both union members and the Principal. Provided that the union representative gives prior notice to the Principal of the members' intention to meet.

9. Leave

9.1 Sick Leave

(a) Entitlement

Any full-time, temporary or part-time teacher shall be entitled to paid sick leave in respect of any absence on account of illness or injury, subject to the following conditions and limitations:

- (i) During the first year of service with an employer the period of sick leave shall not exceed five days in any term, but any sick leave not taken in any term may be taken during the remainder of the said year;

Provided that the maximum sick leave which may be taken during the first year of service shall not exceed 15 days.

And provided further that a temporary teacher shall be entitled to sick leave in accordance with the provisions of this paragraph, and in that proportion of 15 days which the period of appointment of the teacher bears to the school year of the school at which he or she is employed.

- (ii) After the first year of service with an employer, the period of sick leave shall, subject to clause 9.2, not exceed in any year of service 22 working days on full pay, followed by 22 working days on half pay.
- (iii) A teacher shall not be entitled to sick leave for any period in respect of which such teacher is entitled to workers' compensation.
- (iv) A teacher shall not be entitled to paid sick leave unless he or she notifies the Principal of the school [or such other person deputised by the Principal], prior to the commencement of the first organised activity at the school on any day, of the nature of the illness and of the estimated duration of the absence;

Provided that paid sick leave shall be available if the teacher took all reasonable steps to notify the Principal or was unable to take such steps.

- (v) The sick leave entitlement of a part-time teacher shall be in that proportion which the number of teaching hours of that teacher in a full school week bears to the number of teaching hours which a full-time teacher at the school is normally required to teach.
- (vi) The teacher, if required by the employer, complies with paragraph (c) of this sub-clause.

(b) Sick leave shall accumulate from year to year as follows:

- (i) Untaken sick leave entitlement in the first year of service with an employer shall not be accumulated.
- (ii) Untaken sick leave in the second year of service with an employer and thereafter of up to 20 days on full pay and 20 days on half pay per year shall be accumulated to a maximum of four years of service;

Provided that an employee shall only be entitled to the sick leave accumulated in the respect of the four years of continuous service immediately preceding the current year of service.

- (iii) The maximum accumulation shall not exceed 80 days on full pay and 80 days on half pay.
- (iv) Accumulated sick leave days on full pay shall be taken prior to accumulated sick leave days on half pay.

- (v) Sick leave which accrues to a teacher at the commencement of a year of service pursuant to clause 9.1 shall be taken prior to the taking of any sick leave which the teacher has accumulated in accordance with this subclause.
 - (vi) A part-time teacher shall accumulate sick leave entitlements pursuant to the provisions of this subclause in that proportion which the number of teaching hours in a full school week bears to the number of teaching hours that a full-time teacher at the school is normally required to teach.
- (c)
- (i) Other than in respect of the first two days absence in respect of sickness in any year, a teacher shall, upon request, provide a medical certificate addressed to the employer, or, if the employer requires, to the school medical officer.
 - (ii) Where a teacher has taken frequent single days of sick leave, or taken extended sick leave such that the employer requires additional information in relation to the teacher's sickness, then the employer may take action in accordance with this subclause.
 - (A) The employer may arrange a meeting in order to clarify the position with the teacher. The invitation to the teacher to attend the meeting shall be in writing (signed by the principal or the principal's delegate) with sufficient notice for the teacher to reasonably be able to attend the meeting. The invitation shall also refer to the provisions of this award clause and shall indicate the grounds for the employer's concern about sick leave taken by the teacher. The employer shall invite the teacher to respond verbally at the meeting to the issues raised by the employer. A teacher shall not unreasonably fail to attend such a meeting where invited by the employer to do so.
 - (B) After consideration of the teacher's response, if any, the employer may
 - require further evidence of illness; and/or
 - require the teacher to provide a medical certificate from a doctor nominated by the employer (at the employer's cost) in relation to the likely period of absence or to establish only eligibility for sick leave (and no other information); and/or
 - discuss with the teacher any other action.
 - (C) Where a teacher fails to attend a meeting as requested by the employer pursuant to paragraph (A) of this subclause and does not provide a reasonable explanation for such failure, or does not provide further evidence of illness as outlined in paragraph (B) of this subclause, then following prior written notice the employer may cease payment of sick leave if the employer has reasonable grounds for a belief that the teacher is not entitled to sick leave for that absence.
 - (D) The teacher may, if a member of the union, request that any matter pursuant to this clause be discussed at any stage between the union and the representative of the employer.

9.2 Domestic Leave

A teacher other than a casual teacher is entitled to one day per year deducted from sick leave for moving house or other domestic emergency leave. A teacher shall give the Principal appropriate notice of when this leave is to be taken.

9.3 Carer's Leave

(a) Use of Sick Leave

- (i) A teacher, other than a casual teacher, with responsibilities in relation to a class of person set out in 9.3 (a) (iii) who needs the employee's care and support, shall be entitled to use, in accordance with this subclause, ten days of his or her current and 30 days of his or her accrued sick leave entitlement, provided for at Clause 9.1 of the award, for absences to provide care and support, for such persons when they are ill or who require care due to an unexpected emergency. Such leave may be taken for part of a single day.
- (ii) The teacher shall, if required,
 - (A) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person, or
 - (B) establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the teacher.

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

(iii) The entitlement to use sick leave in accordance with this subclause is subject to: -

- (A) the teacher being responsible for the care of the person concerned; and
- (B) the person concerned being: -
 - (1) a member of the teacher's immediate family; or
 - (2) a member of the employee's household.

The term "immediate family" includes:

- (aa) a spouse (including former spouse, a de facto spouse and a former de facto spouse) of the teacher. A de facto spouse, in relation to a person, means a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to the person; and
 - (bb) a child or adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), a parent (including a foster parent or legal guardian), grandparent, grandchild or sibling of the teacher or spouse of the teacher.
- (iv) The teacher shall not be entitled to paid carer's leave unless he or she notifies the Principal of the school (or a person deputised by the Principal) of the need for carer's leave and the estimated period of absence at the first available opportunity and, where possible, before the first organised activity at the school on the day of absence. The teacher will have sick leave credits available to the extent of the leave to be taken.
 - (v) Notwithstanding clause 9.3 (a), a part-time teacher is only entitled to an amount of carer's leave in the same proportion the teaching hours of a part-time teacher bears to the teaching hours which a full-time teacher at the school is normally required to teach.
 - (vi) Any carer's leave taken in accordance with this clause shall be deducted from the sick leave entitlement of the teacher in accordance with clause 9.1 Sick Leave.

(b) Unpaid Leave for Family Purpose

A teacher may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a member of a class of person set out in 9.3 (a) (iii) above who is ill or who requires care due to an unexpected emergency.

(c) Personal Carers entitlement for casual teachers

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

9.4 Parental Leave

(a) Maternity Leave

- (i) Subject to subparagraph (iii) of this paragraph, a teacher who takes unpaid maternity leave of at least fourteen weeks under the provisions of the *Industrial Relations Act 1996* must be paid an allowance under this clause.

(If a teacher takes a lesser period of leave the allowance shall be reduced accordingly).

- (ii) The amount of the allowance for a teacher who takes leave after 1 January, 2007 shall be fourteen weeks pay.
- (iii) Where a teacher gives birth to a second or subsequent child following an earlier period of maternity leave and has not returned to work before the birth of the second or subsequent child, the teacher will not be entitled to an additional fourteen weeks payment in accordance with paragraph (a) (i) of this sub-clause. However, the teacher will be entitled to unpaid maternity leave in accordance with Part 4 of Chapter 2 of the *Industrial Relations Act 1996*.
- (iv) The teacher must be paid at the rate the teacher was paid at the time of commencing leave.
- (v) The teacher must be paid:
 - (A) at the usual times and intervals that other teachers are paid at the school, or
 - (B) if the teacher asks two weeks in advance and the School agrees, in a lump sum.
- (vi) The employer must pay the first or lump sum payments at the pay period commencing closest to;
 - (A) six weeks before the anticipated date of birth, or
 - (B) if birth occurs before the time referred to in (A), the date of the birth; or

- (C) if the teacher has not commenced maternity leave at the time referred to in (A), when the teacher commences leave.
- (vii) If a teacher's pregnancy is terminated other than by the birth of a living child:
 - (A) more than 20 weeks before the anticipated date of birth the teacher is not entitled to the payment;
 - (B) less than 20 weeks before the anticipated date of birth the teacher is entitled to the payment while she remains on leave.
- (viii) The period of maternity leave will not count as a period of service under this award or any statute.
- (ix) A teacher shall be required to give at least 10 weeks written notice of the intention to take leave and shall provide other notice consistent with the provisions of section 58 (1) of the *Industrial Relations Act 1996*.
- (x) Except as varied by this provision, Part 4 of Chapter 2 of the *Industrial Relations Act 1996* shall apply.

Notation:

- (i) Where possible maternity leave should preferably commence on the day following the last teaching day of a term and conclude on the day preceding the first teaching day of a term. However this does not diminish the right of a teacher to proceed on leave on the date she nominates in accordance with the *Industrial Relations Act 1996*.
 - (ii) In order to facilitate the desirable practice referred to in (i) above, the employers are prepared to extend the time of maternity leave beyond that maximum entitlement prescribed by the *Industrial Relations Act 1996*, should the employee agree to return from maternity leave at the commencement of the term immediately following the maximum period of leave required to be afforded by that Act.
- (b) Paternity Leave
- (i) A teacher who takes paternity leave shall be entitled to two weeks paid leave commencing on the day of birth of his child or on the day on which his spouse leaves hospital following the birth. This paid leave is to be deducted from Carer's Leave available to the teacher pursuant to sub-clause 9.3 of this award (NB: spouse means a spouse as defined in sub-clause 9.3 Carer's Leave).
 - (ii) A teacher shall be required, if possible, to give at least ten weeks written notice of the intention to take leave and shall provide other notice consistent with the provisions of section 58 (2) of the *Industrial Relations Act 1996*.
- (c) Adoption Leave
- (i) A teacher who takes unpaid adoption leave of at least fourteen weeks for the purpose of adopting any child must be paid an allowance under this clause, providing the leave is taken before the child reaches full-time enrolment age. (If a teacher takes a lesser period of leave the allowance shall be reduced accordingly). A teacher shall be entitled to an allowance of fourteen weeks pay, provided that the paid adoption allowance shall only be payable in respect of one adopting parent of a child.
 - (ii) The period of adoption leave will not count as a period of service under this award or any statute.
 - (iii) A teacher shall be required to give written notice of the approval or other decision to adopt a child at least 10 weeks prior to the expected date of placement of the child and shall provide other notice consistent with the provisions of section 58 (3) of the *Industrial Relations Act 1996*.

(d) Parental Leave Entitlement for Casual Teachers

An employer must not fail to re-engage a regular casual teacher (see section 53(2) of the *Industrial Relations Act 1996* (NSW)) because:

- (i) the teacher or teacher's spouse is pregnant; or
- (ii) the teacher is or has been immediately absent on parental leave.

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

(e) Right to request

- (i) A teacher entitled to parental leave may request the employer to allow the teacher:

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

to assist the teacher in reconciling work and parental responsibilities.

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

- (iii) Teacher's request and the employer's decision to be in writing

The teacher's request and the employer's decision made under subparagraphs (i) (B) and (C) of this paragraph must be recorded in writing.

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

Where a teacher wishes to make a request under subparagraph (i) (C), such a request must be made as soon as possible before the date upon which the employee is due to return to work from parental leave.

(f) Communication during parental leave

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

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

- (ii) The teacher shall take reasonable steps to inform the employer about any significant matter that will affect the teacher's decision regarding the duration of parental leave to be taken, whether the

teacher intends to return to work and whether the teacher intends to request to return to work on a part-time basis.

- (iii) The teacher shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with subparagraph (i).

9.5 Long Service Leave

(a) General Provisions

- (i) Except in so far as expressly varied by the provisions of this clause, the provisions of the *Long Service Leave Act 1955*, shall apply to teachers employed under this award.
- (ii) For the purpose of this sub-clause 9.5 Long Service Leave, a teacher shall be deemed to have completed a year of service if he or she had been employed for the whole of the term time of that calendar year.

(b) Quantum of Leave

Subject to clause 9.5 (c) the amount of long service leave to which a teacher shall be entitled shall:

- (i) In the case of a teacher who has completed at least ten years service with the same employer be:
- (A) in respect of ten years service so completed 13 weeks; and
- (B) in respect of each additional five years of service with the employer since the teacher last became entitled to long service leave, 10 weeks; and
- (C) on the termination of the teacher's employment, in respect of completed service with the employer since the teacher last became entitled to an amount of long service leave, a proportionate amount on the basis of two weeks for one year's service.
- (ii) In the case of a teacher who has completed with an employer five years service, and whose services are terminated by the employer for any reason other than misconduct or cease for any other reason, be a proportionate amount on the basis of 13 weeks for ten years service (such service to include service with the employer as an adult and otherwise than as an adult).

(c) Calculation of Entitlement

Teachers employed in a school

In the case of a teacher whose service with an employer began before 1 January 2007, and whose service would entitle the teacher to long service leave under this clause, the amount of long service leave to which such teacher shall be entitled shall be the sum of the following amounts.

- (A) The amount calculated on the basis of the provisions of the *Long Service Leave Act 1955* in respect of the period of service before 1 August 1985; and
- (B) An amount calculated on the basis of the provisions of clause 12 Long Service Leave of the Teachers (Non Government Schools) (State) Award published 10 May 1996 (292 I.G. 651) in respect of the period from 1 August 1985 to 30 April 1995; and
- (C) An amount calculated on the basis of the provisions of clause 12 Long Service Leave of the Teachers (Independent Schools) (State) Award effective from 1 May 1995 until 28 January, 2001.

- (D) An amount calculated on the basis of the provisions of clause 10.5 (b) Long Service Leave of the Teachers (Independent Schools) (State) Award effective from 29 January 2001 until 31 August 2004.
- (E) An amount calculated on the basis of the provisions of clause 10.5 (b) Long Service Leave of the Teachers (Independent Schools) (State) Award effective from 1 September 2004 until 31 December 2006.
- (F) The relevant periods of calculation are listed in the table below:

| Calculation of Entitlement | |
|--------------------------------------|---|
| Teachers employed in a School | |
| Prior to 31st July 1985 | 0.866 weeks per year. |
| 1st August, 1985 to 30th April, 1995 | 1.05 weeks per year up to 10 years service. 1.5 weeks per year, or proportion of a year, after 10 years service. |
| 1st May, 1995 to 28th January, 2001 | 1.05 weeks per year up to 10 years service. 2 weeks per year, or proportion of a year, after 10 years service. |
| On or after the 29th January, 2001 | 1.3 weeks per year up to 10 years service 2 weeks per year, or proportion of a year, after 10 years service |

(NB: for calculation of long service leave for teachers employed in a preschool, see Attachment C, Particular Conditions of Preschool Teachers).

(d) Conditions of Taking Leave

- (i) Where a teacher has become entitled to long service leave in respect of the teacher's service with an employer, the employer shall give to the teacher and the teacher shall take the leave as soon as practicable having regard to the needs of the employer provided always that unless the employer otherwise agrees the teacher shall give not less than two school terms notice of the teacher's wish to take leave and further provided that the employer shall give the teacher not less than two school terms' notice of any requirement that such leave be taken.
- (ii) Where long service leave is taken so that it commences on the first day after a period of pupil vacation, which falls between school terms, and concludes on the last day prior to a period of pupil vacation which falls between school terms, such long service leave shall be exclusive of the pupil vacation periods occurring prior to and following the period of long service leave.
- A period of long service leave taken wholly within one term shall also be exclusive of pupil vacation periods adjacent to the period of leave, if the taking of long service leave of less than one term has been approved by the school.
- (iii) Where a teacher requests and is granted up to one week's leave without pay to be taken in addition to long service leave such that the total period of leave is in accordance with subclause 9.5(d)(ii) the conditions of that clause shall apply, provided nothing in this paragraph shall affect the provisions of subclause 5.6.
- (iv) Where long service leave is not taken in full term periods or in accordance with clause 9.5(d) (ii) it will be inclusive of pupil vacations.

- (v) Where a teacher is entitled to an amount of long service leave which is in excess of a school term the teacher may elect not to take that part of the long service leave which is in excess of a term (the deferred leave), until such time as the teacher accumulates further entitlements which when taken together with the deferred leave enables long service leave to be taken for a whole term.

(e) Long Service and Public Holidays

A period of long service leave shall be inclusive of any public holidays falling within the period of leave.

- (f) The service of a teacher with an employer shall be deemed continuous notwithstanding the service has been interrupted by reason of the teacher taking maternity leave (including paid and unpaid leave in accordance with clause 9.4 Parental Leave) or other approved leave without pay but the period during which the service is so interrupted shall not be taken into account in calculating the period of service.

(g) Payment in Lieu of Long Service Leave

- (i) Where a teacher takes long service leave for an entire school term, the teacher may request and the employer may agree that, in addition to the long service leave, the teacher be paid an amount in lieu of any additional long service leave accumulated by the teacher, prior to the commencement of the long service leave.
- (ii) The payment made by the employer in lieu of long service leave in clause 9.5 (g) (i) will not exceed five weeks' salary.
- (iii) Any payment in clause 9.5 (g) (i) of this subclause will be paid by the employer upon the commencement of the teacher's long service leave, unless otherwise agreed between the teacher and the employer.
- (iv) Where a payment in lieu of long service leave is paid by the employer in accordance with this subclause, a teacher's entitlements to long service leave will be reduced by the extent of such payment.

9.6 Recognition of Immediate Past Service for the Calculation of Long Service Leave Credits

Where a teacher has utilised the provisions of the previous award, the Teachers (Independent Schools) (State) Award 2004, relating to recognition of prior service with a previous employer so that a teacher was entitled to a transferred long service leave accrual with a new employer, the obligations on the new employer and the entitlement of the teacher (as set out in the previous award) shall continue pursuant to the provisions of this award.

9.7 Bereavement Leave

A teacher shall on the death of a spouse, father, mother, father-in-law, mother-in-law, grand parent, brother, sister, child stepchild or grandchild of the teacher be entitled to paid leave up to and including the day of the funeral of such relative. Such leave shall not exceed three school days.

A teacher may be required to provide the employer with satisfactory evidence of such death.

Bereavement leave shall be available to the teacher in respect of the death of a member of the employee's immediate family or household, as defined in clause 9.3 (a) (iii).

A teacher shall not be entitled to bereavement leave under this subclause during any period in respect of which the teacher has been granted other leave.

Bereavement leave may be taken in conjunction with leave available under clause 9.3. In determining such a request the employer will give consideration to the circumstances of the teacher and the reasonable operational requirements of the school.

Subject to the evidentiary and notice requirements in this subclause, casual teachers are entitled to not be available to attend work, or to leave work upon the death in Australia of a person prescribed in subclause 9.3 Carer's Leave.

The employer and the teacher shall agree on the period for which the teacher will be entitled to not be available to attend work. In the absence of agreement, the teacher is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual teacher is not entitled to any payment for the period of non-attendance.

An employer must not fail to re-engage a casual teacher because the teacher accessed the entitlements provided for in this clause. The rights of an employer to engage or not engage a casual teacher are otherwise not affected.

9.8 Military Reserve Leave

A teacher who is a member of the Australian Military Reserve or other Australian military forces shall be granted unpaid leave for the purpose of attending any compulsory camp or posting.

9.9 Examination/Study Leave

Any teacher who for the purpose of furthering teacher training, enrolls in any course at a recognised University or recognised teacher training institution, shall be granted leave:

- (a) with pay on the day of any examination required in the course;
- (b) without pay for the purpose of attending any compulsory residential school which is a part of such course.

9.10 Jury Service

- (a) A full time or part-time teacher required to attend for jury service during ordinary working hours shall be provided with paid leave for this purpose. The teacher shall be required to reimburse to the employer any monies payable to the teacher for such attendance (excluding reimbursement of expenses) which required the teacher's absence from school.
- (b) The teacher shall notify the employer as soon as possible of the date upon which he or she is required to attend for jury service. The teacher shall provide to the employer a copy of the summons to attend jury duty and a record of payments received as proof of attendance.

10. Teacher Skill Development

10.1 Induction

A teacher in his or her first year of experience shall participate in an induction process of one year's duration, provided that in certain circumstances the teacher and the employer may agree that the teacher should participate in the induction process for a further year.

The induction process shall be determined by the employer or the Principal in consultation with the teacher to assist the teacher's professional development which shall be reviewed regularly throughout the year.

The employer shall provide a written statement to the teacher not later than four weeks before the end of the school year outlining the teacher's progress and development. Such statement may form part of a teacher's portfolio pursuant to clause 10.2.

- 10.2 A teacher may request and be given from time to time by the employer or the Principal appropriate documentation as evidence of the teacher's professional development and experience. These documents may, if the teacher wishes, form a portfolio which shall remain the property of the teacher.

- 10.3 Where the employer considers that a problem exists in relation to the teacher's performance the employer shall not use any agreed teacher development process in substitution for, or as alternative to, in whole or in part, procedures which apply to the handling of such problems.
- 10.4 A teacher returning to teaching after an absence of five or more years shall be offered support through an induction process as provided for in clause 10.1 with appropriate modification and shall be expected to participate as appropriate.

11. Remuneration Package

- 11.1 This clause shall apply to those individual schools wishing to facilitate the provision of salary and benefit packages to individual members of staff covered by this award.

- 11.2 For the purposes of this clause:

- (a) 'Benefits' means the benefits nominated by the teacher from the benefits provided by the school and listed in clause 11.4 (c).
- (b) 'Benefit Value' means the amount specified by the school as the cost to the school of the Benefit provided including Fringe Benefit Tax, if any.
- (c) 'Fringe Benefit Tax' means tax imposed by the *Fringe Benefits Tax Act 1986*.

- 11.3 Conditions of Employment

Except as provided by this clause, teachers must be employed at a salary based on a rate of pay, and otherwise on terms and conditions, not less than those prescribed by this award.

- 11.4 Salary Packaging

The school may offer to provide and the teacher may agree in writing to accept:

- (a) the Benefits nominated by the teacher; and
- (b) a salary equal to the difference between the Benefit Value and the salary which would have applied to the teacher under clause 11.3, in the absence of an agreement under this clause.
- (c) The available Benefits are those made available by the school from the following list:
- (i) superannuation;
- (ii) childcare provided by the school;
- (iii) other benefits offered by the school.
- (d) The school must advise the teacher in writing of the Benefit Value before the agreement is entered into.

- 11.5 During the currency of an agreement under clause 11.4.

- (a) any teacher who takes paid leave on full pay shall receive the Benefits and salary referred to in clause 11.4 (a) and (b).
- (b) if a teacher takes leave without pay the teacher will not be entitled to any Benefits during the period of leave
- (c) if a teacher takes leave on less than full pay he or she shall receive:
- (i) the Benefits; and

- (ii) an amount of salary calculated by applying the formula:

$$A = S \times P\% - [(100\% - P\%) \times B]$$

where:

S = the salary determined by paragraph (b) of subclause 11.4 of this clause

P = the percentage of salary payable during the leave

B = Benefit Value

A = Amount of salary.

- (d) any other payment under this award, calculated by reference to the teacher's salary, however described, and payable:

- (i) during employment; or
- (ii) on termination of employment in respect of untaken paid leave; or
- (iii) on death,

shall be at the rate of pay which would have applied to the teacher under clause 11.3, in the absence of an agreement under clause 11.4 (a) and (b).

12. Suspension

Notwithstanding any of the provisions in this award, an employer may suspend a teacher with or without pay while considering any matter which in the view of the employer could lead to the teacher's summary dismissal. Suspension without pay shall not be implemented by the employer without prior discussion with the teacher and shall not, except with the teacher's consent, exceed a period of four weeks

13. Disputes Procedure

- 13.1 Subject to the provisions of the *Industrial Relations Act* 1996, all grievances, claims or disputes shall be dealt with in the following manner so as to ensure the orderly settlement of the matters in question.
- 13.2 Any grievance or dispute which arises shall, where possible, be settled by discussion between the staff member and the Principal or his/her nominee in accordance with any procedures that have been adopted by the school.
- 13.3 If no agreement is reached, and the staff member seeks assistance from the IEU, where the school is a member of the Association of Independent Schools ("AIS") the IEU will refer the matter to the AIS in accordance with the procedure set out in Attachment E-Settlement Procedure - Agreement between the AIS and IEU.
- 13.4 Should the matter not be resolved, it may be referred by either party to the Industrial Relations Commission of New South Wales for settlement.

14. No Extra Claims and Leave Reserved

- 14.1 Subject to subclause 14.2, it is a term of this award that the union undertakes not to pursue any extra claims, award or over award, until 31 December 2010.
- 14.2 The appropriate rate of pay for the classification of Professionally Accomplished Teacher shall be the subject of further discussion between the parties pending finalisation of the procedures for access by the NSW Institute of Teachers. If no agreement is reached on the rate of pay and other matters related to

this classification such that this award is varied by consent, leave is reserved to the union to apply to the Industrial Relations Commission in relation to this classification.

15. Superannuation

15.1 Definitions

For the purposes of this clause:

- (a) "Basic earnings" shall mean:
 - (i) the minimum annual rate of salary prescribed from time to time for the employee by clauses 3.1 and 3.5; and
 - (ii) the amount of any allowance which is prescribed from time to time for the employee by clauses 3.2 and clause 7.3; and
 - (iii) the amount of all payments made to the employee pursuant to clause 5 Pro Rata Annual Leave Payments.
- (b) "Employee" means a teacher to whom this award applies.
- (c) "Employer" means the employer of a teacher to whom this award applies.
- (d) "Fund" means:
 - (i) the New South Wales Non-Government Schools Superannuation Fund; or
 - (ii) any other superannuation fund approved in accordance with the Commonwealth operational standards for occupational superannuation funds which the employee is eligible to join and which is approved by the employer as a fund into which an employee of that employer may elect to have the employer pay contributions made pursuant to this award in respect of that employee.
- (e) "Casual" means a casual employee as defined in clause 2 Definitions.

15.2 Fund

The New South Wales Non-Government Schools Superannuation Fund shall be made available by each employer to each employee.

15.3 Benefits

- (a) Except as provided in clause 15.3 (b), (d), (e) (g) and (h), each employer shall, in respect of each employee employed by it, pay contributions into a fund to which the employee is eligible to belong; and, if the employee is eligible to belong to more than one fund, the fund nominated by the employee, at the rate of nine per cent of the employee's basic earnings.
- (b) Where an employee is absent on sick leave and only entitled pursuant to the provisions of this award to receive payment for such sick leave at half pay, the employers' contributions pursuant to this award in respect of that employee during the period of such sick leave shall be reduced to nine per cent of the half pay to which the employee is entitled.
- (c) Subject to clause 15.3 (g), contributions shall be paid at intervals and in accordance with the procedures and subject to the requirements prescribed by the relevant fund or as trustees of the fund may reasonably determine.

- (d) An employer shall not be required to make contributions pursuant to this award in respect of an employee in respect of a period when that employee is absent from his or her employment without pay.
- (e) Contributions shall commence to be paid from the beginning of the first pay period commencing on or after the employee's date of engagement.
- (f) The employee shall advise the employer in writing of the employee's application to join a fund pursuant to this award.
- (g) An employer shall make contributions pursuant to this award in respect of:
 - (i) casual employees who earn in excess of \$1,437.00 during their employment with that employer in the course of any year, running from 1 July to the following 30 June (all such casual employees are hereinafter called "qualified employees"); and
 - (ii) qualified employees in each ensuing year of employment with that employer.

Such contributions shall be made in respect of all days worked by the employee for the employer during that year and shall be paid by the employer to the relevant fund at the time of issue to the employee of his or her annual group certificate, provided that prior to the immediately preceding 30 June the employee has applied to join a fund.

- (h) Notwithstanding the provisions of paragraph (a) of this subclause, an employer shall only be required to contribute superannuation at the rate of 3% in respect of an employee of seventy years of age or older.
- (i) Where an employer approves a fund, other than the Non-Government Schools Superannuation Fund, as one to which the employer will pay contributions in respect of its employees or a class or classes such employees, the employer shall notify its employees of such approval and shall, if an employee so requests, provide the employee with a copy of the Trust Deed of such fund and of a letter from the Insurance and Superannuation Commissioner, granting interim or final listing to the fund, at a cost of 80 cents per page of such copies.
- (j) When a new employee commences in employment, the employer shall advise the employee in writing of the employee's entitlements under this award within two weeks of the date of commencement of employment and also of the provisions of clause 15.3 (e) in the case of a full-time employee and clause 15.3 (g) in the case of a casual employee.

15.4 Transfers between Funds

If an employee is eligible to belong to more than one fund, the employee shall be entitled to notify the employer that the employee wishes the employer to pay contributions in respect of the employee to a new fund but shall not be entitled to do so within three years after the notification made by the employee pursuant to clause 15.3 (f) or within three years after the last notification made by the employee pursuant to this clause. The employer shall only be obliged to make such contributions to the new fund where the employer has been advised in writing:

- (a) of the employee's application to join the other fund; and
- (b) that the employee has notified the trustees of the employee's former fund that the employee no longer wishes the contributions which are paid on the employee's behalf to be paid to that fund.

16. Anti-Discrimination

- (a) It is the intention of the parties bound by this award to seek to achieve the object in Section 3 (f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age, and responsibility as a carer.

- (b) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed in this award the parties have obligations to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its term of operation, has a direct or indirect discriminatory effect.
- (c) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee who has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (d) Nothing in this clause is to be taken to effect:
- (i) any conduct or act which is specifically exempted from anti-discrimination legislation
 - (ii) any act or practice of a body established to propagate religion which is exempted under section 56 (d) of the *Anti-Discrimination Act 1977*;
 - (iii) a party to this award from pursuing matters of unlawful discrimination.
- (e) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- (i) Employers and employees may also be subject to Commonwealth Anti-Discrimination legislation.
 - (ii) Section 56 (d) of the *Anti-Discrimination Act 1977* provides:

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

17. Area, Incidence and Duration

- 17.1 This award rescinds and replaces the Teachers (Independent Schools) (State) Award 2004, published on 17 June 2005 (351 I.G. 872).
- 17.2 It shall apply to all teachers and teacher/librarians employed in any recognised independent school or special school registered under the provisions of the *Education Act 1990* in the State, including the independent schools listed below:

| | |
|---------------------------|-----------------------|
| Kincoppal Rose Bay | Loreto College |
| Loreto Convent Kirribilli | Rosebank College |
| Stella Maris College | St Aloysius College |
| St Ignatius College | St Stanislaus College |

but excluding all Catholic schools not listed in this subclause. It shall also apply to teachers employed in a pre-school attached to or operated by an independent school covered by this award.

Provided further that the award shall not apply to the following persons:

- (a) Teachers of music or other individual arts who are remunerated on an individual fee basis; and
- (b) Members of a recognised religious order and/or Clerks in Holy Orders, and/or Ministers of Religion [including a Minister/Teacher or a Missionary/Teacher who is a member of the Seventh Day Adventist Church and who teaches in a school operated by a local Conference of the Australasian Division of the Seventh Day Adventist Church], provided that application may be made on behalf of any such member to be included within the scope of this award;

- (c) Employees of all city, municipal, shire and county schools;
- (d) Employees within the jurisdiction of the Independent Schools and Colleges, General Staff &c. (State) Industrial Committee and the Kindergartens &c. (State) Industrial Committee;
- (e) Persons employed in kindergartens, nursery schools or other pre-school centres licensed as child care centres under the *Children (Care and Protection) Act 1987* other than such establishments attached to or operated by an independent school covered by this award.

17.3 It shall take effect from 1 January 2007 and shall remain in force thereafter until 31 December 2009.

PART B

MONETARY RATES

Table 1A - Salaries

| Step | Annual salary from the first full pay period on or after 1 February 2007 (4%) \$ | Annual salary from the first full pay period on or after 1 February 2008 (4%) \$ | Annual salary from the first full pay period on or after 1 February 2009 (4%) \$ | Annual salary from the first full pay period on or after 1 February 2010 Steps 1 - 13 (4%) Senior Teacher 1 Fpp 1 Feb 2010 (3%) and Fpp 1 July 2010 (2%) \$ | |
|------------------------|---|---|---|--|------------------|
| 1 | 41,023 | 42,664 | 44,371 | 46,146 | |
| 2 | 43,686 | 45,433 | 47,250 | 49,140 | |
| 3 | 46,593 | 48,457 | 50,395 | 52,411 | |
| 4 | 49,010 | 50,970 | 53,009 | 55,129 | |
| 5 | 51,671 | 53,738 | 55,888 | 58,124 | |
| 6 | 54,337 | 56,510 | 58,770 | 61,121 | |
| 7 | 56,996 | 59,276 | 61,647 | 64,113 | |
| 8 | 59,662 | 62,048 | 64,530 | 67,111 | |
| 9 | 62,320 | 64,813 | 67,406 | 70,102 | |
| 10 | 64,985 | 67,584 | 70,287 | 73,098 | |
| 11 | 67,648 | 70,354 | 73,168 | 76,095 | |
| 12 | 70,313 | 73,126 | 76,051 | 79,093 | |
| 13 | 72,975 | 75,894 | 78,930 | 82,087 | |
| Senior Teacher Level 1 | 75,281 | 78,292 | 81,424 | 1 Feb 83,867 | 1 July 85,544 |

Table 1B - Allowances for Promotions Positions

| | Annual Allowances from the first full pay period on or after 1 February 2007 (4%) \$ | Annual Allowances from the first full pay period on or after 1 February 2008 (4%) \$ | Annual Allowances from the first full pay period on or after 1 February 2009 (4%) \$ | Annual Allowances from the first full pay period on or after 1 February 2010 (4%) \$ |
|---------------------------------|--|--|--|--|
| Senior Teacher Level 2 | 6,039 | 6,281 | 6,532 | 6,793 |
| Co-ordinator 1 | 6,039 | 6,281 | 6,532 | 6,793 |
| Co-ordinator 2 | 12,078 | 12,561 | 13,063 | 13,586 |
| Co-ordinator 3 | 18,116 | 18,841 | 19,595 | 20,379 |
| Assistant Principal - Secondary | | | | |
| Enrolment | | | | |
| 201-300 | 21,668 | 22,535 | 23,436 | 24,373 |
| 301-600 | 24,013 | 24,974 | 25,973 | 27,012 |
| 601-900 | 26,355 | 27,409 | 28,505 | 29,645 |
| 901+ | 28,694 | 29,842 | 31,036 | 32,277 |
| Assistant Principal - Primary | | | | |
| Enrolment | | | | |
| 201-250 | 17,313 | 18,006 | 18,726 | 19,475 |
| 251-400 | 19,437 | 20,214 | 21,023 | 21,864 |
| 401-600 | 21,668 | 22,535 | 23,436 | 24,373 |
| 601-800 | 24,013 | 24,974 | 25,973 | 27,012 |
| 801+ | 26,355 | 27,409 | 28,505 | 29,645 |

Table 1C - Directors Allowances

| Units | Annual Allowance from the first full pay period on or after 1 February 2007 (4%) \$ | Annual Allowance from the first full pay period on or after 1 February 2008 (4%) \$ | Annual Allowance from the first full pay period on or after 1 February 2009 (4%) \$ | Annual Allowance from the first full pay period on or after 1 February 2010 (4%) \$ |
|-----------------------|---|---|---|---|
| 1 0-25 Children | 4,861 | 5,055 | 5,257 | 5,467 |
| 2 26-50 Children | 5,934 | 6,171 | 6,418 | 6,675 |
| 3 51-75 Children | 7,408 | 7,704 | 8,012 | 8,332 |
| 4 76 plus Children | 9,253 | 9,623 | 10,008 | 10,408 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Allowance from the first full pay period on or after 1 February 2007 (4%) \$ | Allowance from the first full pay period on or after 1 February 2008 (4%) \$ | Allowance from the first full pay period on or after 1 February 2009 (4%) \$ | Allowance from the first full pay period on or after 1 February 2010 (4%) \$ |
|----------|------------|--|--|--|--|--|
| 1. | 3.2(a) | Full-time Teacher - teaching classes of children with disabilities | 2244 per annum. 86.09 per fortnight | 2334 per annum. 89.44 per fortnight | 2427 per annum. 92.56 per fortnight | 2524 per annum. 96.72 per fortnight |
| 2. | 3.2(a) | Part-time and Casual Teachers - teaching classes of children with disabilities | 10.99 per day | 11.45 per day | 11.91 per day | 12.39 per day |
| 3. | 3.8(a) | Own Car Allowance: Where use authorised by the school | 0.58 per km | 0.58 per km | 0.58 per km | 0.58 per km |

Table 3 - Casual Rates (Daily, Half Daily, Pre-school Only Quarter Day)

| Casual Rates Applicable from the first full pay period on or after 1 February 2007 | | |
|--|----------------|----------------|
| Step Level | Full Day \$ | Half Day \$ |
| Step 1 | 211.15 | 105.57 |
| Step 2 | 224.85 | 112.43 |
| Step 3 | 239.82 | 119.91 |
| Step 4 | 252.26 | 126.13 |
| Step 5 | 265.95 | 132.98 |
| Step 6 | 279.68 | 139.84 |
| Step 7 | 293.36 | 146.68 |
| Step 8 | 307.08 | 153.54 |
| Casual Rates Applicable from the first full pay period on or after 1 February 2008 | | |
| Step Level | Full Day \$ | Half Day \$ |
| Step 1 | 219.59 | 109.80 |
| Step 2 | 233.85 | 116.92 |
| Step 3 | 249.41 | 124.71 |
| Step 4 | 262.35 | 131.17 |
| Step 5 | 276.59 | 138.30 |
| Step 6 | 290.86 | 145.43 |
| Step 7 | 305.10 | 152.55 |
| Step 8 | 319.36 | 159.68 |
| Casual Rates Applicable from the first full pay period on or after 1 February 2009 | | |
| Step Level | Full Day \$ | Half Day \$ |
| Step 1 | 228.38 | 114.19 |
| Step 2 | 243.20 | 121.60 |
| Step 3 | 259.39 | 129.69 |
| Step 4 | 272.84 | 136.42 |
| Step 5 | 287.66 | 143.83 |

| | | |
|--|----------------|----------------|
| Step 6 | 302.49 | 151.25 |
| Step 7 | 317.30 | 158.65 |
| Step 8 | 332.14 | 166.07 |
| Casual Rates Applicable from the first full pay period on or after 1 February 2010 | | |
| Step Level | Full Day \$ | Half Day \$ |
| Step 1 | 237.52 | 118.76 |
| Step 2 | 252.93 | 126.46 |
| Step 3 | 269.76 | 134.88 |
| Step 4 | 283.75 | 141.88 |
| Step 5 | 299.17 | 149.58 |
| Step 6 | 314.59 | 157.30 |
| Step 7 | 329.99 | 165.00 |
| Step 8 | 345.42 | 172.71 |

ATTACHMENT A

Teacher Classifications

This Attachment contains more detail concerning qualifications equivalent to those specified for classifications in clause 2. Definitions of this award.

- (a) Four Years Trained Teacher includes a teacher with the following equivalent qualifications:
- (i) A teacher who has satisfactorily completed a four years' training course at Sydney Teachers' College and the New South Wales Conservatorium of Music; or
 - (ii) A teacher who has satisfactorily completed a four years' diploma of Art course that incorporates the equivalent of a one year's full-time course in teacher education at a recognised higher education institution; or
 - (iii) A teacher, who in addition to satisfying the requirements for classification as a Three Years Trained Teacher, has satisfactorily completed a two-semester course of training for teacher-librarians conducted by a recognised higher education institution;
 - (iv) A teacher, who in addition to being a graduate, has completed a two-semester course of training for teacher-librarians conducted by a recognised higher education institution;
 - (v) A teacher, who in addition to being a graduate, is eligible for Associate (Professional) Membership of the Library Association of Australia.
- (b) Three Years Trained Teacher includes a teacher with the following equivalent qualifications:
- (i) A Two Years Trained Teacher who, in addition, has satisfactorily completed the two semester course of training for teacher-librarians conducted by a recognised higher education institution; or
 - (ii) A teacher who was classified as a Three Years Conditionally Classified Teacher prior to the introduction of this award who in addition to the qualifications necessary to gain a Three Years Conditionally Classified status, has satisfactorily completed a two-semester course of training for teacher-librarians conducted by a recognised higher education institution; or
 - (iii) A teacher employed as a teacher-librarian who is eligible for Associate (Professional) Membership of the Library Association of Australia, but is not a graduate.
 - (iv) A person employed as a teacher-librarian who is eligible for Associate (Professional) Membership of the Library Association of Australia, but who is not a graduate; or

- (c) Two Years Trained Teacher includes a teacher with the following equivalent qualifications:
- (i) A teacher who was classified as a Two Years Conditionally Classified Teacher prior to the introduction of this award and who in addition to the qualifications necessary for Two Years Conditionally Classified status, has satisfactorily completed a two-semester course of training for teacher-librarians conducted by a recognised higher education institution; or
 - (ii) A teacher who was classified as a One Year Trained Teacher prior to the introduction of this award and who in addition to the qualifications necessary for that classification, has satisfactorily completed a two-semester course of training for teacher-librarians conducted by a recognised higher education institution.

Provided that a teacher who is not otherwise classified pursuant to this award, shall be deemed to be a Two Years Trained Teacher.

ATTACHMENT B

TEACHER/LIBRARIANS

1. "Teacher/librarian - Class A" means an academically trained teacher or librarian employed mainly as a librarian but whose duties may include teaching as required.

"Teacher/librarian - Class B" means a person other than a teacher/librarian, Class A, employed mainly as a librarian but whose duties may include teaching as required.
2. Without limiting the ordinary meaning of either of the above definitions, a teacher/librarian shall perform duties, as required, in accordance with the general outline of duties of teacher/librarians set out hereafter.
3. A teacher/librarian may be employed as a full-time teacher, a temporary teacher, a part-time teacher, or a casual teacher and whichever one of these categories is applicable to a particular teacher/librarian shall, for the purpose of this award, be referred to as the temporal nature of that employee's employment.
4. A Teacher/librarian - Class A may be classified as:
 - (a) a One Year Trained Teacher; or
 - (b) a Two Years Trained Teacher; or
 - (c) a Three Years Trained Teacher; or
 - (d) a Four Years Trained Teacher; or
 - (e) a Five Years Trained Teacher; or
 - (f) a Conditionally Classified Two Years or Three Years Trained Teacher; or
 - (g) a Conditionally Classified Four Years Trained Teacher;and whichever one of these categories is applicable to a particular teacher/librarian -Class A, shall for the purposes of this award, be referred to as the teaching status of that employee.
5.
 - (a) A Teacher/librarian - Class A, shall be paid according to teaching status and the temporal nature of the teacher's employment, respectively, the relevant salary prescribed by clause 3.

- (b) A Teacher/librarian - Class B, shall be paid, according to the temporal nature of the teacher's employment the relevant salary prescribed for Teacher Not Otherwise Classified by clause 3.1 (f).

6. The General Outline of Duties of Teacher/librarians

The integration of the library as a learning laboratory into the teaching programme requires that the librarian act as a teacher, a curriculum consultant and a materials specialist.

(a) Educational Programme

- (i) A teacher/librarian shall have a general professional involvement in the school's teaching and learning programme by:
 - (A) participation in curricula development and revision;
 - (B) assisting individual teachers in curriculum planning;
 - (C) evaluating the suitability of facilities, equipment, materials and services with regard to learning outcomes;
 - (D) establishing a basic library policy in consultation with Principal and staff;
 - (E) being responsible for conduct and discipline of pupils while in the library.
- (ii) A teacher/librarian shall exercise initiative in improving methods of teaching and learning by:
 - (A) developing new uses for materials and equipment;
 - (B) working with teachers to design innovations in teaching and learning;
 - (C) participation in in-service programmes.
- (iii) A teacher/librarian shall ensure that students and staff learn the necessary skills to locate, select and use efficiently library materials and equipment by:
 - (A) co-ordinating library activities with school instructional programmes and introducing materials of special interest;
 - (B) planning a sequential programme of library instruction with teaching staff;
 - (C) giving incidental instruction in library skills;
 - (D) co-operating with staff to assist students to develop competency in reading, listening and viewing skills;
 - (E) designing and implementing with the teaching staff a programme to develop student learning skills.
- (iv) A teacher/librarian shall be responsive to user demand by performing general reference and advisory user services.
- (v) A teacher/librarian shall stimulate user demand by:
 - (A) assisting in developing and directing individual reading, listening and viewing guidance programmes;

- (B) promoting and publicising within the school the services of the library and the resources of the community outside the library.
- (vi) A teacher/librarian shall maintain a continuing interest in educational research by:
 - (A) disseminating research findings;
 - (B) seeking, when appropriate, staff assistance to implement relevant findings within the school;
 - (C) undertaking research.
- (b) Provision of Materials, Equipment and Technical Services
 - (i) A teacher/librarian shall perform the selection duties of:
 - (A) determining and keeping under constant review materials selection policy;
 - (B) enlisting staff participation in evaluation and selecting materials;
 - (C) providing selection aids for finding new materials;
 - (D) participating in a variety of activities designed to acquire knowledge of new materials;
 - (E) evaluating and selecting print and non-print materials.
 - (ii) A teacher/librarian shall perform the acquisition duties of:
 - (A) establishing ordering policies;
 - (B) establishing acquisition policies;
 - (C) establishing an integrated and balanced acquisition of stock.
 - (iii) A teacher/librarian shall perform the production duties of:
 - (A) initiating the production of materials and equipment for teaching and learning situations;
 - (B) initiating the adaptation of commercial materials and equipment to meet special needs.
 - (iv) A teacher/librarian shall perform the organisational duties of:
 - (A) establishing cataloguing and classification procedures;
 - (B) establishing processing procedures;
 - (C) establishing procedures for circulation of materials;
 - (D) establishing procedures for maintenance, repairs and culling of materials.
- (c) Administrative Role

A teacher/librarian shall perform the administrative duties of:

 - (i) preparing and administering the library budget;

- (ii) selecting [when required by the Principal], training and supervising library staff;
 - (iii) scheduling and evaluating the work of the library staff;
 - (iv) devising systems for the acquisition, organisation, circulation, maintenance of materials and equipment;
 - (v) preparing work manuals outlining appropriate technical procedures;
 - (vi) maintaining statistical records which will support the evaluation of library organisation and services;
 - (vii) submitting reports to administration;
 - (viii) establishing communication with central administrative offices;
 - (ix) organising and keeping under constant review the arrangement of library space and furniture;
 - (x) participating in the preparation of the educational specifications of the planning of library facilities.
- (d) Other Professional Duties

A teacher/librarian shall perform such teaching and/or other professional duties as may be required from time to time by the Principal.

- (e) Accountability

A teacher/librarian shall be accountable to the Principal for the proper use of the library and its services.

ATTACHMENT C

PARTICULAR CONDITIONS OF PRE-SCHOOL TEACHERS

1. Introduction

The conditions of this award shall apply to teachers in pre-schools subject to the modifications contained in this clause.

2. Definitions

- (a) "Two Years Trained Teacher" means, in the case of a preschool teacher, a teacher who has completed a two years full-time course of study in Early Childhood Education at a recognised higher education institution provided further a teacher employed in a pre-school who is not classified as a Three Years Trained Teacher or a Four Years Trained Teacher shall be paid as a Two Years Trained Teacher.
- (b) "Director" means the teacher employed in a pre-school who is responsible for the day to day operation of the pre-school.
- (c) "Pre-School" means an establishment which provides educational development programmes, child care or other services for children under school age and which usually operates during hours and terms which approximate those of a recognised school. A pre-school may operate on a sessional basis (morning and/or afternoon sessions) or on a full day basis.

- (d) "Early Childhood Services Centre" (ECS Centre) means an establishment which provides child care and/or educational development programmes or other services for children under school age and shall include:
- (i) "Early Intervention Services" means individual programmes for children with developmental delays or disabilities, or children at risk of being developmentally delayed or of having a disability, aged 0 to 6 years, aimed at providing assistance to the child and its family in the areas of physical, emotional, social and educational needs.
 - (ii) "Long Day Care Centre" means a child care establishment which usually provides services over a period of approximately eight hours or more each day for approximately 48 weeks or more during the year.
 - (iii) "Multi-Purpose Centre" means a child care establishment which usually provides the services of a long day care centre, together with the services of a full-day care centre and/or a sessional care centre.
- (e) "Unit" means a group or class of children in a pre-school which does not at any time exceed 25 children, but which need not necessarily consist of the same children at all times.

3. Payment of Casual Teachers

A casual teacher in a pre-school shall be paid the appropriate rate in clause 3.1 in accordance with years of full-time service, divided by 204 in the case of a daily payment and 408 in the case of a half-day payment or 816 in the case of a quarterly day payment, plus 5%.

4. Calculation of Service for Pre-School Teachers

- (a) For the purpose of this clause, any teacher if required by the employer to do so, shall upon engagement establish to the satisfaction of the employer, the length of his or her teaching service in any Pre-School, Early Childhood Services Centre (ECS Centre), Multi-Purpose Centre or in early childhood education services for children up to 8 years of age, or in the Infants Department of Schools registered or certified under the appropriate legislation in other States or Territories of the Commonwealth of Australia, and that period so established shall be taken to be the length of such service for the purpose of that employment.
- (i) Any employment as a full-time employee (including employment as a temporary full-time employee) as referred to in clause 4 (b) (i) and (ii) shall be counted as service.
 - (ii) The amount of service of a part-time teacher (including a temporary part-time teacher) shall be calculated by reference to the ratio which the number of hours worked by the teacher in any year bears to the normal number of hours worked by a full-time teacher at that pre-school in the same year, provided that a period of part-time service in terms of clause 4 (b) (ii) shall count as service in the proportion that the part-time employment bears to full-time employment in that occupation.
 - (iii) The amount of service of a casual teacher employed in an ECS Centre shall be calculated by reference to the ratio which the number of days (or equivalent) worked by the teacher in any year bears to the normal number of days worked by a full-time teacher at the ECS Centre in the same year.
- (b) For the purpose of this clause, a period of service other than service within paragraph 4 (a) of this clause, shall be counted as service in accordance with the following principles:
- (i) A period of service as a lecturer in early childhood education or child development, as a child development officer, or as a Family Day Care Co-ordinator or equivalent shall be recognised as service;

- (iii) A period of service as a carer in the child care industry, including service as a Family Day Care carer (as recognised under State Government Regulations), and a Child Care Certificate worker or equivalent, shall be recognised as service at the rate of one increment for each completed three years so engaged to a maximum of four increments.

5. Directors

A teacher appointed to the position of Director in a pre-school shall be paid the allowance for the position as set out in Part B, Table 1C in addition to the salary applicable to the appointee (as set out in Table 1A).

6. Long Service Leave - Quantum of leave and Calculation of Entitlement for Teachers Employed in a Pre-School

The amount of long service leave to which a teacher employed in a pre-school shall be entitled is as follows:

- (i) An amount calculated on the basis of the Long Service Leave Act in respect of the period of service before 1 January, 1998 and
- (ii) After 1 January 1998, in the case of a pre-school teacher who has completed at least ten years of service with the same employer be in respect of ten years of service so completed 10.5 weeks.
- (iii) For the period from 1 January 1998 to 31 December 1998, a pre-school teacher who has completed ten years service at 1 January 1998, shall accrue leave on the basis of 1.05 weeks per annum.
- (iv) For the period from 29th January, 2001, a pre-school teacher who has completed ten years service at 29th January, 2001, shall accrue leave on the basis of 1.3 weeks per annum.
- (v) Subject to clauses 10.5 (h) (i), (ii), (iii) and (iv), after 1 January 1999, in respect of each additional seven years of service with the employer since the teacher last became entitled to long service leave, 10.5 weeks.
- (vi) In the case of a teacher who has completed with an employer five years of service as an adult as of 1 May, 1997 and whose services are terminated by the employer for any reason other than misconduct or cease for any other reason, be a proportionate amount on the basis of clause 10.5 (h) (i) for service before 1 January 1998 and clause 10.5 (h) (ii) and (iii) for service after 1 January 1998 and clause 10.5 (h) (iv) for service after 29th January, 2001.

| Calculation of Entitlement | |
|---|---|
| Teachers employed in a Pre-School | |
| Prior to 31st December 1997 | .866 weeks per year. |
| 1st January, 1998 to 31 December, 1998 | 1.05 weeks per year. |
| 1st January, 1999 to 28th January, 2001 | 1.05 weeks per year up to 10 years service. 1.5 weeks per year, or proportion of a year, after 10 years service. |
| On or after the 29th January, 2001 | 1.3 weeks per year up to 10 years service 1.5 weeks per year, or proportion of a year, after 10 years service |

7. Terms of Engagement

- (a) Crib Break

Not more than 30 minutes nor less than 20 minutes shall be allowed to teachers each day for a midday crib break. Such crib break shall be counted as time worked.

Provided however that a teacher may, by agreement with the employer, leave the premises during the crib break. Where such reasonable request has been made by the teacher, the employer shall give favourable consideration to any such request. Such time away from the premises shall not count as time worked.

(b) First Aid Certificate

(i) Teachers shall be required to obtain and maintain an approved first aid certificate.

(ii) Teachers employed in Pre-Schools will attend such first aid courses in the teacher's own time.

(c) Part-Time Teachers

NB - also see other relevant provisions of this award.

The days of attendance of a part-time teacher may be varied at the commencement of each calendar year or by mutual agreement between the teacher and the employer with four term weeks notice. The normal hours of a part-time teacher shall not be varied without agreement. Agreement will not be unreasonably withheld.

8. Superannuation

In the case of a teacher employed in a pre-school, the employer shall make available both HESTA - Health Employees Superannuation Trust Australia and the New South Wales Non-government Schools Superannuation Fund

ATTACHMENT D

REDUNDANCY

- 1.1 This Part shall apply in respect of full-time and part-time persons employed in the classifications specified by the award.
 - 1.2 This part shall only apply to employers who employ 15 or more employees immediately prior to the termination of employment of employees.
 - 1.3 Notwithstanding anything contained elsewhere in this award, the provisions of this part shall not apply to employees with less than one year's continuous service and the general obligation on employers shall be no more than to give such employees an indication of the impending redundancy at the first reasonable opportunity, and to take such steps as may be reasonable to facilitate the obtaining by the employees of suitable alternative employment.
 - 1.4 This part shall not apply where employment is terminated as a consequence of conduct that justifies instant dismissal, including malingering, inefficiency or neglect of duty, or in the case of casual employees, apprentices or employees engaged for a specific period of time or for a specified task or tasks or where employment is terminated due to the ordinary and customary turnover of labour.
2. Employers Duty to Notify and Discuss
- 2.1 Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer shall notify the employees who may be affected by the proposed changes and the union to which they belong.
 - 2.2 The employer shall discuss with the employees effected and the union to which they belong the introduction of such changes and the likely effect on the employees and the measures taken to avert or mitigate the adverse effects of such changes.

2.3 'Significant effects' include termination of employment, major changes in the composition, operation or size of the employers workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs.

3. Discussions Before Terminations

3.1 Where an employer has made a definite decision that the employer no longer wishes the job the employee has been doing done by anyone and that decision may lead to the termination of employment, the employer shall hold discussions with the employees directly affected and with the union to which they belong.

3.2 The discussions shall take place as soon as is practicable after the employer has made a definite decision which will invoke the provision of subclause 3.1 of this clause and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any termination of the employees concerned.

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

4. Notice for Changes in Production, Program, Organisation Or Structure

4.1 This subclause sets out the notice provisions to be applied to terminations by the employer for reasons arising from production, program, organisation or structure in accordance with clause 2 of this part.

4.1.1 In order to terminate the employment of an employee the employer shall give to the employee the following notice:

| Period of continuous service | Period of Notice |
|-------------------------------|------------------|
| Less than 1 year | 1 week |
| 1 year and less than 3 years | 2 weeks |
| 3 years and less than 5 years | 3 weeks |
| 5 years and over | 4 weeks |

4.1.2 In addition to the notice above, employees over 45 years of age at the time of the giving of the notice with not less than two years continuous service, shall be entitled to an additional week's notice.

4.1.3 Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.

4.2 Notice for Technological Change

This paragraph sets out the notice provisions to be applied to terminations by the employer for reasons arising from 'technology' in accordance with clause 2 of this part.

4.2.1 In order to terminate the employment of an employee the employer shall give to the employee three months notice of termination.

4.2.2 Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.

4.2.3 The period of notice required by this subclause to be given shall be deemed to be service with the employer for the purposes of the *Long Service Leave Act 1955*, the *Annual Holidays Act 1944*, or any Act amending or replacing either of these Acts.

4.3 Time off during the notice period

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

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

4.4 Employee leaving during the notice period

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

4.5 Statement of employment

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

4.6 Notice to Commonwealth Employment Service

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

4.7 Department of Social Security Employment Separation Certificate

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

4.8 Transfer to lower paid duties

Where an employee is transferred to lower paid duties for reasons set out in clause 2 of this part, the employee shall be entitled to the same period of notice of transfer as the employee would have been entitled to if the employee's employment had been terminated, and the employer may at the employer's option make payment in lieu thereof of an amount equal to the difference between the former ordinary time rate of pay and the new ordinary time rate for the number of weeks of notice still owing.

5. Severance Pay

5.1 Where an employee is to be terminated pursuant to clause 4 of this part, subject to further order of the Industrial Relations Commission of New South Wales, the employer shall pay the following severance pay in respect of a continuous period of service:

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

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

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

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

5.1.3 'Weeks Pay' means the all purpose rate of pay for the employee concerned at the date of termination, and shall include, in addition to the ordinary rate of pay, over award payments, shift penalties and allowances provided for in the relevant award.

5.2 Incapacity to Pay

Subject to an application by the employer and further order of the Industrial Relations Commission, an employer may pay a lesser amount (or no amount) of severance pay than that contained in subclause 5.1.

The Commission shall have regard to such financial and other resources of the employer concerned as the Commission thinks relevant, and the probable effect paying the amount of severance pay in subclause 5.1 above will have on the employer.

5.3 Alternative Employment

Subject to an application by the employer and further order of the Industrial Relations Commission, an employer may pay a lesser amount (or no amount) of severance pay than that contained in subclause 5.1 if the employer obtains acceptable alternative employment for an employee.

ATTACHMENT E

SETTLEMENT PROCEDURE : AGREEMENT BETWEEN THE AIS AND THE IEU

1. Underlying Principles

The Association of Independent Schools and the New South Wales Independent Education Union each has responsibilities toward their respective members which are recognised and respected. The two organisations also have a number of interests in common. These include the recognition and acceptance of the following:

- A. The quality and public perception of Independent Schooling is of significance and both recognise that there is mutual responsibility to protect, promote, develop and enhance this sector of schooling in N.S.W.
- B. There is mutual benefit to their memberships in there being a working relationship between the two organisations which is built on professional attitudes and clearly established and recognised procedures.
- C. The individuality and authority of each Independent School, as well as the individuality and rights of each staff member.
- D. The attitudes and interests in common include:
 - (i) An interest in helping to maintain a working environment in which quality education can be provided in a manner consistent with the School's Aims and Objectives and its philosophy.
 - (ii) A common view that quality education is most likely to be provided where there is recognition, encouragement and support for the professional attitudes rights and growth of staff members as well as for their personal needs and developments and the industrial rights of all parties.
- E. The right of employee(s) and the employer(s) to seek assistance and advice from their respective Associations.

2. Operational Procedures Between The AIS And The IEU

The right of each organisation to deal with its members as it sees fit notwithstanding, it is agreed that the following will be the general principles upon which each organisation will approach the attempts to resolve difficulties that have not been resolved by direct discussion between the employer and employee concerned.

- A. Both organisations recognise that it is generally preferable for perceived problems to be discussed between the staff member and the Principal of the school concerned with a view to resolving the matter and that it is only when the normal employer employee process does not achieve a mutually satisfactory result that it is appropriate for the matter to be discussed formally between the AIS and the IEU. This does not preclude earlier informal discussions where appropriate nor does it preclude discussion between the IEU and its members in a school as to the most appropriate method of resolving a problem.
- B. The IEU undertakes to refer to the AIS matters in which it seeks information from an Independent School or to discuss the matters that are of concern to its members and to do this wherever possible before encouraging school staff and IEU chapters to pass resolutions about the matter.
- C. The AIS undertakes to respond by seeking discussions with the school to ascertain its wishes as to how (and where necessary, through whom) it wishes to proceed in dealing with the matter and to advise the IEU of the school's decision.
- D. The steps that will then follow will be determined to suit the particular matter but in general can be expected to be as follows:

The AIS and IEU will discuss the matter with a view to:

- (a) identifying the facts of the matter to ensure that it is not misunderstandings that have created the problem;
- (b) clarifying the issues and wishes of each of those involved;

- (c) exploring the options that appear to be available;
 - (d) where possible, assisting the parties to arrive at a mutually satisfactory solution;
 - (e) nothing in the above diminishes the right of either party to refer any matter to the Industrial Relations Commission.
- E. As a general rule the school, the employee, the AIS and the IEU will maintain confidentiality to ensure that the dignity of the employee, the school and its personnel are maintained wherever possible.

The AIS and IEU will, where deemed advisable, prepare sufficient documents to confirm the agreement and assist in its implementation.

M. J. WALTON J, *Vice-President*

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - CAR CARRIERS (NSW) CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3355 of 2006)

Before Commissioner Macdonald

13 December 2006

VARIATION

1. Delete Schedule 1 - Rates of Remuneration of the Contract Determination published 22 December 2000 (321 I.G. 264), and insert in lieu thereof the following:

SCHEDULE 1

Rates Of Remuneration

- (i) This schedule contains the following tables:

Table A: Rates of remuneration for local and interstate work where the contract carrier supplies the prime mover only.

Table B: Rates of remuneration for local and intrastate work where the contract carrier supplies both the prime mover and the trailer.

Table C: Rates of remuneration for local and intrastate work where the contract carrier supplies the prime mover and the tyres for the principal contractor's trailer.

Table D: Deemed distances to apply for common trips from the Sydney Metropolitan Area to towns within the State of New South Wales, for the purpose of calculating intrastate remuneration.

Table E: Deemed distances to apply for common round trips originating and terminating in the Sydney Metropolitan Area and passing through towns within the State of New South Wales, for the purposes of calculating intrastate remuneration.

- (ii) Where:

- (a) a carrier performs a contract of carriage within the area, incidence and duration of this determination; and

- (b) the carrier is eligible to claim a rebate pursuant to the Commonwealth Government's Energy Grants (Credits) Scheme ('the scheme') for that contract of carriage; and

- (c) the carrier has been requested to apply for the rebate pursuant to the scheme by the principal contractor;

the principal contractor may reduce the cartage rates payable in Tables "A", "B" and "C" of Schedule II of this determination up to a maximum reduction of 2.22% of the rate otherwise payable to the carrier for the performance of that contract of carriage.

- (iii) Should a carrier become ineligible to claim a rebate pursuant to the scheme or the scheme is abolished then the principal contractor shall not be permitted to reduce the cartage rates pursuant to sub-clause (ii).

(iv) Should the scheme be abolished or altered or modified leave is reserved to the parties to make application in relation to sub-clauses (u) and (iii).

2. Delete Tables A, B and C of the said Schedule 1, and insert in lieu thereof the following:

Table A - (Including 2% Trailer Hire)

| Local Work | | | | | | |
|---|----------------------|---------------------------|--|----------------------|----------------------|------------------|
| Zone Rates per Car Carriage - Prime Mover | | | | | | |
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 0 | | | | | | |
| 1 | 28.63 | 45.35 | 59.97 | 74.74 | 82.14 | 33.47 |
| 2 | 43.25 | 67.45 | 84.99 | 102.96 | 112.66 | 50.57 |
| 3 | 55.43 | 85.15 | 105.03 | 127.67 | 139.51 | 64.79 |
| 4 | 65.16 | 100.18 | 124.93 | 152.43 | 166.22 | 76.20 |
| 5 | 72.48 | 120.54 | 144.87 | 177.14 | 193.07 | 84.73 |
| Rate per Car Delivered | | | | | | |
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 0 | | | | | | |
| 1 | 28.63 | 15.12 | 14.99 | 14.95 | 13.69 | 33.47 |
| 2 | 43.25 | 22.48 | 21.25 | 20.59 | 18.78 | 50.57 |
| 3 | 55.43 | 28.38 | 26.26 | 25.53 | 23.25 | 64.79 |
| 4 | 65.16 | 33.39 | 31.23 | 30.49 | 27.70 | 76.20 |
| 5 | 72.48 | 40.18 | 36.22 | 35.43 | 32.18 | 84.73 |
| Vehicle | | Standing and Running Rate | | Standing Time Rate | | |
| | | Per Hour \$ | | per Hour \$ | | |
| 1 Car | | 36.54 | | 28.34 | | |
| 3 Car | | 44.23 | | 35.13 | | |
| 4 Car | | 49.98 | | 39.98 | | |
| 5 Car | | 53.03 | | 41.87 | | |
| 6 Car | | 57.33 | | 45.75 | | |
| 1 Car Tilt | | 42.72 | | 32.72 | | |
| Intrastate Work | | | | | | |
| Vehicle | | | Standing & Running Rates - Cents per kilometre | | | |
| 1 Car | | | 70.41 | | | |
| 3 Car | | | 100.85 | | | |
| 4 Car | | | 111.66 | | | |
| 5 Car | | | 123.88 | | | |
| 6 Car | | | 133.17 | | | |
| 1 Car Tilt | | | 82.59 | | | |

Table B

| Local Work | | | | | | |
|---|----------------------|----------------------|----------------------|----------------------|----------------------|------------------|
| Zone Rates per Car Carriage - Prime Mover & Trailer | | | | | | |
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 1 | 29.80 | 50.82 | 67.90 | 85.93 | 94.16 | 36.27 |
| 2 | 45.01 | 75.60 | 96.08 | 118.60 | 130.83 | 54.80 |
| 3 | 57.69 | 95.47 | 118.70 | 146.98 | 162.02 | 70.23 |
| 4 | 67.81 | 115.23 | 141.31 | 175.53 | 193.07 | 82.61 |
| 5 | 75.44 | 135.10 | 163.89 | 203.97 | 224.19 | 91.84 |

| Rate per Car Delivered | | | | | | |
|------------------------|----------------------|---|---|--------------------------------------|----------------------|------------------|
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 1 | 29.80 | 16.94 | 16.97 | 17.19 | 15.69 | 36.27 |
| 2 | 45.01 | 25.20 | 24.02 | 23.72 | 21.80 | 54.80 |
| 3 | 57.69 | 31.82 | 29.67 | 29.40 | 27.00 | 70.23 |
| 4 | 67.81 | 38.41 | 35.33 | 35.11 | 32.18 | 82.61 |
| 5 | 75.44 | 45.03 | 40.97 | 40.79 | 37.37 | 91.84 |
| Vehicle | | Standing and Running Rate Per Hour \$ | | Standing Time Rate per Hour \$ | | |
| 1 Car | | 38.03 | | 29.75 | | |
| 3 Car | | 49.59 | | 35.56 | | |
| 4 Car | | 56.54 | | 40.92 | | |
| 5 Car | | 61.04 | | 43.53 | | |
| 6 Car | | 66.56 | | 50.59 | | |
| 1 Car Tilt | | 46.30 | | 35.85 | | |
| Intrastate Work | | | | | | |
| Vehicle | | | Standing & Running Rate - Cents per kilometre | | | |
| 1 Car | | | 69.22 | | | |
| 3 Car | | | 107.45 | | | |
| 4 Car | | | 119.32 | | | |
| 5 Car | | | 132.52 | | | |
| 6 Car | | | 138.32 | | | |
| 1 Car Tilt | | | 85.25 | | | |

Table C (Including 2% Trailer Hire)

| Local Work | | | | | | |
|---|----------------------|---|----------------------|--------------------------------------|----------------------|------------------|
| Zone Rates per Car Carriage - Prime Mover & Tyres | | | | | | |
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 1 | 28.96 | 45.91 | 61.31 | 75.91 | 83.55 | 33.45 |
| 2 | 43.77 | 68.29 | 86.86 | 104.68 | 114.60 | 50.52 |
| 3 | 56.11 | 86.22 | 107.30 | 129.23 | 141.78 | 64.76 |
| 4 | 65.97 | 104.11 | 127.73 | 154.94 | 168.96 | 76.14 |
| 5 | 73.35 | 122.05 | 148.17 | 180.15 | 196.14 | 84.69 |
| Rate per Car Delivered | | | | | | |
| Zone | 1 Car Capacity \$ | 3 Car Capacity \$ | 4 Car Capacity \$ | 5 Car Capacity \$ | 6 Car Capacity \$ | 1 Car Tilt \$ |
| 1 | 28.96 | 15.30 | 15.33 | 15.18 | 13.92 | 33.45 |
| 2 | 43.77 | 22.76 | 21.72 | 20.94 | 19.10 | 50.52 |
| 3 | 56.11 | 28.74 | 26.82 | 25.85 | 23.63 | 64.76 |
| 4 | 65.97 | 34.70 | 31.93 | 30.99 | 28.16 | 76.14 |
| 5 | 73.35 | 40.68 | 37.04 | 36.03 | 32.69 | 84.69 |
| Vehicle | | Standing and Running Rate Per Hour \$ | | Standing Time Rate per Hour \$ | | |
| 1 Car | | 36.99 | | 28.30 | | |
| 3 Car | | 44.79 | | 35.12 | | |
| 4 Car | | 51.10 | | 39.97 | | |
| 5 Car | | 53.91 | | 41.85 | | |
| 6 Car | | 58.27 | | 45.71 | | |
| 1 Car Tilt | | 42.71 | | 32.69 | | |

| Intrastate Work | |
|-----------------|---------------------|
| Vehicle | Cents per kilometre |
| 1 Car | 72.10 |
| 3 Car | 103.69 |
| 4 Car | 117.29 |
| 5 Car | 128.68 |
| 6 Car | 138.46 |
| 1 Car Tilt | 82.54 |

3. Delete Schedule 2 - Procedure and Time for Adjustment of Rates and Amounts, and insert in lieu thereof the following:

SCHEDULE 2

Procedure and Time for Adjustment of Rates and Amounts

- The rates prescribed in Schedule of Part III may be adjusted each year upon application to the Industrial Relations Commission.
- Applications for adjustment shall be made by reference to the calculated weighted movements in the following benchmarks for each cost component, calculated as at the end of the September Quarter each year.

| Component | Benchmark | Current Weighting |
|-----------------------|--|-------------------|
| Wages | Transport Industry (State) Award, Grade Three Transport Worker | 39.43 |
| Capital | ABS Consumer Price Index (CPI), Transportation, Group Motor Vehicles | 17.98 |
| Insurances | ABS CPI Financial and insurance services, Insurance Services | 9.85 |
| Registration | ABS CPI, Transportation Group, Other Motoring Charges | 4.22 |
| Repairs & Maintenance | ABS CPI, Transportation Group, Motor Vehicle Repair and Servicing | 6.21 |
| Tyres | ABS CPI, Transportation Group, Motor Vehicle Parts and Accessories | 1.17 |
| Fuel | ABS CPI, Transportation Group, Automotive Fuel | 18.82 |
| Administration | ABS CPI, All Groups, Sydney | 2.31 |
| Total | | 100 |

- Each Cost Component shall be re-weighted after each adjustment.
- The Union and the New South Wales Road Transport Association shall confer with a view to reaching agreement on any application for adjustment.
- If the benchmark for the cost components of insurances, tyres, repairs and maintenance, or fuel increases between adjustments to the extent that it causes an increase to the total rates of 3 per cent or more, then an interim adjustment may be applied for.
- This variation shall take effect on and from the 15 November 2006.

A. MACDONALD, Commissioner

TRANSPORT INDUSTRY - GENERAL CARRIERS CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3353 of 2006)

Commissioner Macdonald

17 November 2006

VARIATION

1. Delete Schedule 1 - Rates of Remuneration of the Contract Determination published 19 December 1984 (235 I.G. 1611), as varied, and insert in lieu thereof the following:

SCHEDULE 1

RATES OF REMUNERATION

- (i) It is expressly noted that the rates of remuneration in Schedules 1 and 4 have accounted, and include payment, for the following factors:
 1. Wages - based on the General Rate of Pay for a Transport Worker Grade Three as per Table 1 Wages of Part B - Monetary Rates contained in the Transport Industry (State) Award.
 2. Overtime-in excess of 40 hours each week.
 3. Annual Leave.
 4. Long Service Leave.
 5. Public Holidays.
 6. Picnic Day.
 7. Sick Leave.
 8. Return on capital invested.
 9. Depreciation.
 10. Lease Costs.
 11. Registration and compulsory third party insurance.
 12. Comprehensive insurance.
 13. Public liability insurance.
 14. Personal accident insurance.
 15. Administrative overheads.
 16. Fuel.

17. Oil.
18. Tyres.
19. Repairs and maintenance.
20. Industry-specific allowances.

(ii) Where:

- (a) a carrier performs a contract of carriage within the area, incidence and duration of this determination; and
- (b) the carrier is eligible to claim a rebate pursuant to the Commonwealth Government's Energy Grants (Credits) Scheme ('the scheme') for that contract of carriage; and
- (c) the carrier has been requested to apply for the rebate pursuant to the scheme by the principal contractor;

the principal contractor shall pay the Rates of Remuneration specified in Table One of this Schedule to the carrier for the performance of that contract of carriage.

(iii) If a carrier is:-

- ineligible to apply for the rebate pursuant to the scheme; or
- has not been requested to apply for the rebate pursuant to the scheme; or
- has become ineligible to claim a rebate pursuant to the scheme; or
- the scheme is abolished

then the principal contractor shall apply the Rates of Remuneration specified in Table Two of this Schedule to the carrier for the performance of that contract of carriage.

(iv) Should the scheme be abolished or altered or modified leave is reserved to the parties to make application in relation to sub-clause (ii) of this Schedule.

Table One - Vehicle Rates**(Where the Energy Grants (Credits) Scheme is applicable)**

| Class of Vehicle | Vehicle Age | | | | | |
|--|----------------------------|--------------------------------|------------------------------------|--------------------------------|----------------------------|--------------------------------|
| | Scale A (Up to 1 year) | | Scale B (over 1 year, up to 3 yrs) | | Scale C (over 3 yrs) | |
| Carrying Capacity | Hourly Standing Rate \$ | Running Rate (cents per km) | Hourly Standing Rate \$ | Running Rate (cents per km) | Hourly Standing Rate \$ | Running Rate (cents per km) |
| Rigid Vehicle only: Less than 2 Tonnes | N/A | N/A | N/A | N/A | N/A | N/A |
| Not less than 2 and not greater than 5 tonnes | 30.19 | 41.87 | 26.28 | 41.92 | 21.25 | 42.02 |
| Not less than 5 and not greater than 8 tonnes | 35.57 | 53.82 | 29.96 | 54.26 | 22.72 | 54.37 |
| Not less than 8 and not greater than 10 tonnes | 41.45 | 65.08 | 34.01 | 66.47 | 28.83 | 66.60 |
| Not less than 10 and not greater than 12 tonnes | 55.25 | 92.78 | 42.88 | 90.46 | 34.78 | 90.71 |
| Not less than 12 and not greater than 14 tonnes | 71.48 | 116.12 | 53.41 | 116.41 | 41.78 | 116.73 |
| 14 tonnes and over | 79.62 | 138.76 | 58.80 | 136.40 | 44.78 | 136.77 |
| Prime Mover | | | | | | |
| Single Axle Drive | 57.90 | 125.68 | 44.84 | 126.66 | 36.54 | 126.94 |
| Bogie Axle Drive | 81.90 | 144.57 | 60.45 | 144.31 | 45.98 | 144.68 |

Table Two - Vehicle Rates**(Where the Energy Grants (Credits) Scheme does not apply)**

| Class of Vehicle | Vehicle Age | | | | | |
|--|----------------------------|--------------------------------------|--------------------------------------|-----------------------------------|----------------------------|--------------------------------------|
| | Scale A (Up to 1 year) | | Scale B (over 1 year, up to 3 years) | | Scale C (over 3 years) | |
| Carrying Capacity | Hourly Standing Rate \$ | Running Rate (cents per km) \$ | Hourly Standing Rate \$ | Running Rate (cents per km) \$ | Hourly Standing Rate \$ | Running Rate (cents per km) \$ |
| Rigid Vehicle only: Less than 2 tonnes | 26.78 | 38.73 | 23.01 | 39.65 | - | - |
| Not less than 2 and not greater than 5 tonnes | 30.19 | 44.52 | 26.28 | 44.58 | 21.25 | 44.70 |
| Not less than 5 and not greater than 8 tonnes | 35.57 | 57.01 | 29.96 | 57.61 | 22.72 | 54.67 |
| Not less than 8 and not greater than 10 tonnes | 41.45 | 68.41 | 34.01 | 70.32 | 28.83 | 67.07 |
| Not less than 10 and not greater than 12 tonnes | 55.25 | 98.40 | 42.88 | 94.98 | 34.79 | 91.53 |
| Not less than 12 and not greater than 14 tonnes | 71.48 | 122.75 | 53.41 | 123.32 | 41.80 | 117.43 |
| 14 tonnes and over | 79.62 | 147.40 | 58.80 | 144.04 | 44.80 | 137.75 |
| Prime Mover | | | | | | |
| Single Axle Drive | 57.90 | 133.09 | 44.84 | 134.42 | 36.55 | 127.70 |
| Bogie Axle Drive | 81.90 | 153.05 | 60.45 | 152.68 | 45.99 | 145.67 |

2. Delete Schedule 3 - Additional Amounts, and insert in lieu thereof the following:

SCHEDULE 3

Additional Amounts

1. Trailer Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to supply a flat top trailer for use in a contract of carriage shall be paid the following allowances for each day (and proportionately for part of a day) during which the equipment is used for the purpose of the contract of carriage:

Single Axle - \$ 16.82 per day

Dual Axle - \$ 22.06 per day

Tri Axle - \$ 27.13 per day

2. Ropes and Gear Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to supply tarpaulins, ropes, gates, chains and dogs for use in a contract of carriage shall be paid the following allowance for each day (and proportionately for part of a day) during which the equipment is used for the purpose of the contract of carriage:

\$ 3.42 per day.

3. Twistlock Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to fit his trailer with twistlocks for the carriage of I.S.O. containers shall be paid the following allowance for each day (and proportionately for part of a day) during which the equipment is used for the purpose of the contract of carriage:

\$2.57 per day.

4. Mechanical Lifting Equipment Allowance

A Contract Carrier who, in order to perform a contract of carriage, is required to supply rear or side-loading mechanical devices, shall be paid the following allowance for each day (and proportionately for part of a day) during which the equipment is used for the purpose of the contract of carriage:

Rear-Lift Platforms:

Up to and including 3,000 lbs. capacity : \$4.09 per day

Up to and including 6,000 lbs. capacity: \$5.59 per day.

Side-Loading Devices :

\$18.04 per day

3. Delete Schedule 4 - Container Depots and Waterfront Areas, and insert in lieu thereof the following:

SCHEDULE 4

Container Depots And Waterfront Areas

1. The following conditions and allowances shall apply to contracts of carriage performed in or in connection with Container Depots and Waterfront areas, in addition to all other applicable rates and conditions provided for by this Contract Determination.

Provided that the rates contained in Clause 3, Trailer Allowance, of this Schedule shall apply in substitution for the rates contained in Clause 1, Trailer Allowance, Clause 2, Ropes and Gear Allowance, and Clause 3, Twist lock Allowance of Schedule 3, Additional Amounts, of this Contract Determination.

2. The minimum rates of remuneration payable for any contract of carriage performed within the scope of this Schedule and defined in Clause 1, hereof, shall be as follows.

- (i) Where: -

- (a) a carrier performs a contract of carriage within the area, incidence and duration of this determination; and
- (b) the carrier is eligible to claim a rebate pursuant to the Commonwealth Government's Energy Grants (Credits) Scheme ('the scheme') for that contract of carriage; and
- (c) the carrier has been requested to apply for the rebate pursuant to the scheme by the principal contractor

the principal contractor shall pay the amount appearing in the column headed "Rate A" for the appropriate vehicle classification for the performance of that contract of carriage.

- (ii) If a carrier is:-

ineligible to apply for the rebate pursuant to the scheme; or

has not been requested to apply for the rebate pursuant to the scheme; or

has become ineligible to claim a rebate pursuant to the scheme; or

the scheme is abolished

then the principal contractor shall pay the amount appearing in the column headed "Rate B" for the appropriate vehicle classification for the performance of that contract of carriage.

- (iv) Should the scheme be abolished or altered or modified leave is reserved to the parties to make application in relation to sub-clause 2(ii) of this Schedule.

| Class of Vehicle | Rate A | Rate B |
|--|--------|--------|
| Rigid Vehicle | \$ | \$ |
| Not less than 8 and less than 10 tonnes | 39.61 | 40.33 |
| Not less than 10 and less than 12 tonnes | 48.06 | 48.93 |
| Not less than 12 and less than 14 tonnes | 57.73 | 58.98 |
| 14 Tonnes and over | 63.66 | 65.11 |
| Single - Axle Prime Mover | 55.04 | 56.47 |
| Bogie Axle Prime Mover | 65.75 | 67.32 |

The above rates of remuneration are calculated from "Scale D" (as provided for in the table headed Schedule 1, Vehicle Rates, appearing in Schedule 1, Rates of Remuneration, of this Contract Determination) and are based on a minimum distance travelled of 23,500 km per annum on contracts of carriage performed in or in connection with Container Depots and Waterfront areas.

3. Trailer Allowance:

A Contract Carrier who, in order to perform a contract of carriage, is required to supply one of the trailers listed below (irrespective of axle configuration), shall be paid the following allowance for each day, (or part of a day) during the equipment is so used:

40 ft Skel trailer - \$44.48 per day

40 ft General Purpose trailer - \$44.48 per day

Dog or Pig trailer - \$33.28 per day

Pup trailer - \$22.22 per day

20 ft Skel trailer - \$40.03 per day

4. Towing rates:

A Contract Carrier, whose vehicle is in the performance of a contract of carriage, is required to tow one of the trailers listed below (irrespective of axle configuration), shall be paid the following allowance for each hour (pro-rata for part of an hour) during which such trailer is towed:-

40 ft trailer - \$2.31 per hour

Dog/Pig trailer - \$4.56 per hour

Pup trailer - \$3.36 per hour

5. Adjustment of the allowances and rates in Clause 3 and 4 of this Schedule shall be by application of the movement of the Consumer Price Index (All Groups), Sydney.
6. Contract Carriers who perform work pursuant to this Schedule shall have paid on their behalf by principal contractors who are members of the NSW Road Transport Association contributions into the TWU Superannuation Fund in the amounts prescribed by the Transport Industry (State) Superannuation Award.
7. Clause 14, Savings Clause, of this Determination shall apply to the above rates and conditions.
4. This variation shall take effect from the beginning of the first pay period to commence on or after 17 November 2006.

A. W. MACDONALD, Commissioner.

TRANSPORT INDUSTRY - QUARRIED MATERIALS, &c., CARRIERS CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3556 of 2006)

Before Commissioner Connor

20 December 2006

AWARD

1. Delete subclauses (vi), (vii) and (viii) of clause 2, Cartage Rates of the determination, published 14 August 1992 (271 I.G. 78), and insert in lieu thereof the following:

(vi) Where:

- (a) a carrier performs a contract of carriage within the area, incidence and duration of this determination; and
- (b) the carrier is eligible to claim a rebate pursuant to the Commonwealth Government's Energy Grants (Credits) Scheme ('the scheme') for that contract of carriage; and
- (c) the carrier has been requested to apply for the rebate pursuant to the scheme by the principal contractor;

the principal contractor may reduce the cartage rates payable in Annexure "A" of this determination up to a maximum reduction of 3.45% of the rate otherwise payable to the carrier for the performance of that contract of carriage.

(vii) Should a carrier become ineligible to claim a rebate pursuant to the scheme or the scheme is abolished then the principal contractor shall not be permitted to reduce the cartage rates pursuant to subclause 2(vi).

(viii) Should the scheme be abolished or altered or modified leave is reserved to the parties to make application in relation to subclauses 2(vi) and (vii).

2. Delete Schedule 1: Quantity/Distance and Hourly Hire Rates, of Annexure "A", Cartage Rates, and insert in lieu thereof the following:

SCHEDULE 1

QUANTITY/DISTANCE AND HOURLY HIRE RATES

| Symbol | Item | Rate (\$) | Unit |
|--------|-------------------------------|-----------|-----------|
| F.F | Flag Fall | 3.525 | Per Tonne |
| A | | 0.208 | Per Tonne |
| B | | 0.189 | Per Tonne |
| C | | 0.178 | Per Tonne |
| D | | 0.160 | Per Tonne |
| E | | 0.151 | Per Tonne |
| F | | 0.142 | Per Tonne |
| G | | 0.135 | Per Tonne |
| H | Large Material | 1.061 | Per Tonne |
| I | Large Material 600 + material | 1.794 | Per Tonne |

| Hourly Rates - non permitted in external dumping | | | |
|--|----------------|--------|----------|
| J | 2 Axle Vehicle | 48.59 | Per Hour |
| K | 3 Axle Vehicle | 58.46 | Per Hour |
| L | 4 Axle Vehicle | 67.79 | Per Hour |
| M | 5 Axle Vehicle | 87.35 | Per Hour |
| N | 6 Axle Vehicle | 92.39 | Per Hour |
| Hourly rates for vehicles involved in internal dumping | | | |
| O | 2 Axle Vehicle | 64.26 | Per Hour |
| P | 3 Axle Vehicle | 67.24 | Per Hour |
| Q | 4 Axle Vehicle | 77.96 | Per Hour |
| R | 5 Axle Vehicle | 100.48 | Per Hour |
| S | 6 Axle Vehicle | 104.82 | Per Hour |

3. Delete Schedule 1: Procedures, Schedule 2: Cost Component Formula, and Schedule 3, Benchmarks, of Annexure "B", Rise and Fall Formula, and insert in lieu thereof the following:

SCHEDULE 1

PROCEDURES

1. Variations to the rates detailed in Annexure "A" shall be made by the Industrial Relations Commission of New South Wales upon application.
2. Variations shall be established by ascertaining the percentage change in the various cost components contained at Schedule 3, Benchmarks from the time the last variation of the rates was calculated to the specified Review Date:
 - 2.1 The Review Date shall be:

1st June.
 - 2.2 If for any reason a relevant figure is not available or obtained at the Review Date the latest available figure is to be taken. Adjustment will be made when figures are next determined for the difference between figure at the Review Date and the figure used as calculated above.
 - 2.3 The latest available figures for each component will then be expressed as a percentage increase of the figure last used for that component in the previous rise and fall calculation.
 - 2.4 The Percentage Increase/Decrease calculated for each component is then to be applied to the percentage of total cost of that component to drive the new percentage of Total Cost figure.
 - 2.5 The sum of the new percentage of Total Cost figures minus 100% shall be the Percentage Increase to apply. All costs are to be the latest available from the source reference as at 1 June. All rates for symbols F.F. and A through to I are to be expressed to 3 decimal points. When preparing schedules of rates payable per unit quantity for various distances, the rates for flag fall and the distance are to be calculated each using 3 decimal points and the final figure from the addition of the flag fall and the "distance" amount then rounded to two decimal points. When calculating rates per cubic metre, the final figure per tonne to 3 decimal points from the addition of the flag fall and the distance is to be multiplied by the relevant conversion factor, and the resultant figure then rounded to two decimal points to obtain the rate per cubic metre.
 - 2.6 Following each application of the formula, the cost components shall be re-weighted to indicate the new percentage.
 - 2.7 If the non-labour cost components increase between adjustments to the extent that it causes an increase to the total rate of 3 percent or more, then an interim adjustment to the rates may be applied for and made.

3. The resulting percentage change shall be applied to all rates in Schedule 1 of Annexure "A" hereto.
4. A variation to the rates shall not be retrospective in operation.
5. The variation to the rates shall be effective from the date determined by the Industrial Relations Commission (such date should not be before one month after the Review Date), provided that principal contractors have sufficient time to give appropriate notice to their customers.
6. The parties shall confer with a view to reaching agreement on any application for adjustment to the rates.

SCHEDULE 2

COST COMPONENT FORMULA

| Component | New weighting |
|------------------------------|---------------|
| Wages inc Maintenance Labour | 32.923 |
| Fuel and Oil | 22.497 |
| Repair Parts | 12.041 |
| Tyres | 3.851 |
| Depreciation | 10.440 |
| Registration | 3.177 |
| Other Fixed Costs | 15.071 |
| TOTAL | 100 |

SCHEDULE 3

BENCHMARKS

Applications for adjustment shall be made by reference to movements in the following benchmarks for each of the following cost components:

| Component | Benchmark | Confirmed base | Source of figures to be used |
|--------------|---|---|---|
| Labour | Transport Industry - Quarried Materials State Award - Grade 2, Vehicle Class 3, Certified | \$581.80 | NSW Industrial Gazette, or if latest rate not gazetted the latest Order of the Industrial Relations Commission of New South Wales |
| Fuel | Caltex Metro Card Price, per litre of Diesel for NSW, excluding GST | 125.27 cents per litre (137.80 cents per litre less 1/11th GST) | Caltex's Internet home page at http://www.caltex.com.au/pricing_car.asp |
| Repair parts | ABS Consumer Price Index (CPI), Transportation Group, Private Motoring Motor Vehicle repair and servicing | 148.80 | Australian Bureau of Statistics Consumer Price Index Series 6401.0 June Quarter 2006 |

| | | | |
|-------------------|--|---|--|
| Tyres | ABS Consumer Price Index (CPI), Transportation Group, Private Motoring Motor vehicle parts and accessories | 120.00 | Australian Bureau of Statistics Consumer Price Index Series 6401.0 June Quarter 2006 |
| Depreciation | ABS Consumer Price Index(CPI), Transportation Group, Private Motoring Motor vehicles | 98.30 | Australian Bureau of Statistics Consumer Price Index Series 6401.0 June Quarter 2006 |
| Registration | Registration and Green Slip Insurance Cost (no excess cost) of a 3 axle truck, without trailer, working and garaged in the Sydney Metropolitan Area with a tare weight of 10 tonne and a registered GVM of greater than 16 tonne | Registration = \$1,116.73 made up of: \$50.00 - Rego Fee (no GST) \$914.00 - Road Usage Charge (no GST) \$152.73- Heavy Vehicle Inspections (including GST) Green Slip = \$3,524.22 Total = \$4,640.95 | Roads and Traffic Authority (Registration) and GIO Insurance (Green Slip) |
| Other Fixed Costs | ABS Consumer Price Index (CPI), Sydney All Groups | 154.70 | Australian Bureau of Statistics Consumer Price Index Series 6401.0 June Quarter 2006 |

4. This variation shall take effect on and from 20 December 2006.

P. J. CONNOR, Commissioner

Printed by the authority of the Industrial Registrar.

TRAINING WAGE (STATE) AWARD 2002

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 3094 of 2006)

Before The Honourable Justice Boland

21 September 2006

VARIATION

1. Delete subparagraph (b) of paragraph (ii) of subclause (k) of clause 7, Wages of the award published 26 September 2003 (341 I.G. 569) and insert in lieu thereof the following:

- (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| Industry/Skill Level | First Year of Traineeship \$ | Second Year of Traineeship \$ |
|------------------------|---------------------------------|----------------------------------|
| Industry/Skill Level A | 487.00 | 506.00 |
| Industry/Skill Level B | 468.00 | 486.00 |
| Industry/Skill Level C | 421.00 | 437.00 |

2. Delete subclause (d), of clause 7, Wages, and insert in lieu thereof the following:

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 wages adjustments.
3. Delete Part B Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Weekly Rates - Industry/Skill Level A**

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

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year10 \$ | Year 11 \$ | Year 12 \$ |
| School leaver | 229.00 | 252.00 | 303.00 |
| Plus 1 year out of school | 252.00 | 303.00 | 352.00 |
| Plus 2 years | 303.00 | 352.00 | 410.00 |
| Plus 3 years | 352.00 | 410.00 | 469.00 |
| Plus 4 years | 410.00 | 469.00 | 469.00 |
| Plus 5 years or more | 469.00 | 469.00 | 469.00 |

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

Table 2 - Weekly Rates - Industry/Skill Level B

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

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year10 \$ | Year 11 \$ | Year 12 \$ |
| School leaver | 229.00 | 252.00 | 293.00 |
| Plus 1 year out of school | 252.00 | 293.00 | 337.00 |
| Plus 2 years | 293.00 | 337.00 | 396.00 |
| Plus 3 years | 337.00 | 396.00 | 451.00 |
| Plus 4 years | 396.00 | 451.00 | 451.00 |
| Plus 5 years or more | 451.00 | 451.00 | 451.00 |

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

Table 3 - Weekly Rates - Industry/Skill Level C

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

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year10 \$ | Year 11 \$ | Year 12 \$ |
| School leaver | 229.00 | 252.00 | 289.00 |
| Plus 1 year out of school | 252.00 | 289.00 | 325.00 |
| Plus 2 years | 289.00 | 325.00 | 363.00 |
| Plus 3 years | 325.00 | 363.00 | 406.00 |
| Plus 4 years | 363.00 | 406.00 | 406.00 |
| Plus 5 years or more | 406.00 | 406.00 | 406.00 |

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

Table 4 - Weekly Rates - School-Based Traineeships

| | Year of Schooling | |
|--|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| School based traineeships Skill Levels A, B, and C | 229.00 | 252.00 |

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

Table 5 - Hourly Rates for Trainees who have Left School

| Wage Level A | Highest year of schooling completed | | |
|----------------------------------|-------------------------------------|---------|---------|
| | Year 10 | Year 11 | Year 12 |
| School leaver | 7.53 | 8.29 | 9.97 |
| Plus 1 year after leaving school | 8.29 | 9.97 | 11.58 |
| Plus 2 years | 9.97 | 11.58 | 13.49 |
| Plus 3 years | 11.58 | 13.49 | 15.43 |
| Plus 4 years | 13.49 | 15.43 | 15.43 |
| Plus 5 years or more | 15.43 | 15.43 | 15.43 |
| Wage Level B | Highest year of schooling completed | | |
| | Year 10 | Year 11 | Year 12 |
| School Leaver | 7.53 | 8.29 | 9.64 |
| Plus 1 year after leaving school | 8.29 | 9.64 | 11.09 |
| Plus 2 years | 9.64 | 11.09 | 13.03 |
| Plus 3 years | 11.09 | 13.03 | 14.84 |
| Plus 4 years | 13.03 | 14.84 | 14.84 |
| Plus 5 years or more | 14.84 | 14.84 | 14.84 |
| Wage Level C | Highest year of schooling completed | | |
| | Year 10 | Year 11 | Year 12 |
| School leaver | 7.53 | 8.29 | 9.51 |
| Plus 1 year after leaving school | 8.29 | 9.51 | 10.69 |
| Plus 2 years | 9.51 | 10.69 | 11.94 |
| Plus 3 years | 10.69 | 11.94 | 13.36 |
| Plus 4 years | 11.94 | 13.36 | 13.36 |
| Plus 5 years or more | 13.36 | 13.36 | 13.36 |

Table 6 - Hourly Rates For School-Based Trainees

| | Year of schooling | |
|------------------------|-------------------|---------|
| | Year 11 | Year 12 |
| | \$ | \$ |
| Wage levels A, B and C | 7.53 | 8.29 |

4. This variation shall take effect from the first full pay period commencing on or after 30 September 2006.

R. P. BOLAND *J*

Printed by the authority of the Industrial Registrar.

BUSINESS EQUIPMENT MAINTENANCE (STATE) AWARD, THE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (iv) of clause 3, Wages, of the award published 16 May 1997 (298 I.G. 531), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---------------------------|--------------------------|------------------------------|--------------------------|
| Office Equipment Mechanic | 578.20 | 20.00 | 598.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|--|--|--|
| 1 | 3(ii) | Leading Hands - in charge of not less than three and not more than 10 employees in charge of 10 and not more than 20 employees in charge of more than 20 employees | 26.15 p/wk 39.20 p/wk 49.75 p/wk | 27.20 p/wk 40.75 p/wk 51.75 p/wk |
| 2 | 8 | Standing-by allowance | 9.35 p/hr | 9.70 p/hr |
| 3 | 11(i)(ii) | Meal allowance | 9.25 p/meal | 9.55 p/meal |
| 4 | 16(vi)(b) | Meal allowance included as reasonable expenses whilst travelling | 9.25 p/meal | 9.55 p/meal |
| 5 | 16(vi)(b) | Additional meal allowance for evening meal whilst travelling | 9.25 p/meal | 9.55 p/meal |
| 6 | 16(vi)(c) | Living away from home allowance | 67.00 p/day | 68.40 p/day |
| 7 | 16(vi)(c) | Evening meal allowance paid in addition to living away from home allowance | 12.90 | 13.35 |
| 8 | 29(v) | Laundry allowance | 2.10 p/wk | 2.20p/wk |

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 pay period to commence on or after 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

EXHIBITION 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 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete clause 28, State Wage Case Adjustments, of the award published 6 October 2000 (319 I.G. 1), and insert in lieu thereof the following:

28. State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

The minimum rate of pay for any weekly employee under this award shall be prescribed hereunder for the relevant classification:

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|------------------------------------|--------------------------|------------------------------|--------------------------|
| Assistant Technician | 548.50 | 20.00 | 568.50 |
| Assistant Technician- Experienced | 633.00 | 20.00 | 653.00 |
| Technician | 673.20 | 20.00 | 693.20 |
| Guest Host/Customer Liaison Person | 637.50 | 20.00 | 657.50 |
| Designer/Planner | 851.20 | 20.00 | 871.20 |

Table 2 - Casual Rates

The minimum hourly rate of pay for a casual employee under this award shall be as prescribed hereunder for the relevant classification.

Casual employees shall be paid for a minimum of four hours worked on any call, to be worked continuously except for meal breaks.

The hourly rates contained herein have been loaded by twenty per cent to compensate casual employees for all incidents of paid leave arising from this award as well as annual leave.

Note - The amount of the adjustment to hourly rates for casuals shall be determined in the following manner. The State Wage Case adjustment amount (if any) shall be divided by 38 and the resulting amount loaded by 20%.

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|------------------------------------|--------------------------|------------------------------|--------------------------|
| Assistant Technician | 16.20 | 0.65 | 16.85 |
| Assistant Technician - Experienced | 17.10 | 0.65 | 17.75 |
| Technician | 18.75 | 0.65 | 19.40 |
| Casual Loader | | | |
| 8.00am to 6.00pm | 15.70 | 0.65 | 16.35 |
| 6.00pm to Midnight | 18.20 | | 18.85 |
| Midnight to 8.00am | 22.65 | | 23.30 |
| Casual Stage Hands | | | |
| 8.00am to 6.00pm | 18.15 | 0.65 | 18.80 |
| 6.00pm to Midnight | 21.40 | | 22.05 |
| Midnight to 8.00am | 26.85 | | 27.50 |

Saving Provision - The rates of pay outlined in Table 1 - Rates of Pay and Table 2 Casual Rates shall be applied so as to ensure that:

- (a) No employee shall suffer any loss of weekly or ordinary time rates or reduction in conditions of employment as a result of the making of this award. For the purpose of this subclause any employee terminated and then re-employed by the same employer for the purpose of circumventing this provision shall be re-employed on the same classification.
- (b) The provision of this clause in so far as it applies to rates of pay shall apply only to the employee's rate of pay for his or her ordinary hours of work, however, the union shall have the right to refer any individual case in which the provisions of the subclause may operate unfairly to the Industrial Relations Commission of New South Wales for conciliation and/or arbitration.

Table 3 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|---|---------------|
| 1 | 27(c) | Meals and incidental expenses allowance | 38.80 day |
| 2 | 27(c) | Reduced meals and incidental expenses allowance | 11.35 per day |

3. This variation shall take effect from the first full pay period to commence on or after 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

LAUNDRY EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (ii), of clause 5, Skilled Based Classification Structure of the award published 8 February 2002 (331 I.G. 63), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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- Rates of Pay**

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|----------------------|--------------------------|------------------------------|--------------------------|
| Level One Employee | 492.80 | 20.00 | 512.80 |
| Level Two Employee | 513.60 | 20.00 | 533.60 |
| Level Three Employee | 538.70 | 20.00 | 558.70 |
| Level Four Employee | 555.30 | 20.00 | 575.30 |

Table 2- Other Rates and Allowances

| Item No. | Clause No. | Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|-------------|---------------|--|--------------------------|--------------------------|
| 1 | 4(iii) (c) | Leading Hand Allowance 3 to 10 employees Over 10 employees | 22.15 p/wk 36.30 p/wk | 23.05 p/wk 37.75 p/wk |
| 2 | 16(iv) | Meal Allowance | 7.90 | 8.20 |
| 3 | 32(ii) | First Aid | 1.75 | 1.80 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after the 28 of September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

THEATRE MANAGERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete clause 4, Arbitrated Safety Net Adjustment, of the award published 24 November 2000 (320 I.G. 543), and insert in lieu thereof the following:

4. Arbitrated Safety Net Adjustment

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

First Schedule -

- (i) Cinemas in the central city areas of the Cities of Sydney and Newcastle.
- (ii) Any cinemas regularly giving three or more performances daily.

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-------------------|--------------------------|------------------------------|--------------------------|
| Manager | 627.70 | 20.00 | 647.70 |
| Assistant Manager | 571.50 | 20.00 | 591.50 |

Second Schedule - Cinemas other than those in sub-clause (i) of the first schedule hereof, giving two performances daily or nightly.

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-------------------|--------------------------|------------------------------|--------------------------|
| Manager | 617.00 | 20.00 | 637.00 |
| Assistant Manager | 546.70 | 20.00 | 566.70 |

Third Schedule -Cinemas other than those of the First and Second Schedules hereof, giving performances on six or seven nights per week, with one or more day time performances.

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-------------------|-----------------------|---------------------------|-----------------------|
| Manager | 589.60 | 20.00 | 609.60 |
| Assistant Manager | 530.80 | 20.00 | 550.80 |

Fourth Schedule- Cinemas other than those of First, Second and Third Schedules hereof, provided, however, that cinemas giving not more than one performance per week shall be excluded from the provisions of this award.

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|----------------|-----------------------|---------------------------|-----------------------|
| Manager | 561.70 | 20.00 | 581.70 |

Fifth Schedule- All Schedules:

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-----------------|-----------------------|---------------------------|-----------------------|
| Trainee Manager | 487.20 | 20.00 | 507.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|---|-----------------|
| | | Management of: | |
| 1 | 8 (a) | Confectionery, snack/licensed liquor bar, ordering supplies, supervision of staff, checking and banking takings | 24.85 per week |
| 2 | 8 (b) | Checking and banking takings, other duties of minor nature regarding confectionery, snack/licensed liquor bar | 10.70 per week |
| 3 | 8 (c) | Appointment licensee and holder of liquor license, accepts responsibility under State Liquor Act | 18.45 per week |
| 4 | 9 (b) | Intermittent Manager (one-fifth of weekly rate multiplied by number of days plus 15 per cent) with a minimum additional | 25.60 per week |
| 5 | 10 (b) | Casual employee engaged to work when performance takes place (with a minimum payment as for four and a quarter hours) | 2.85 per hour |
| | | Clothing and footwear allowance: | |
| 6 | 20 (a) | Where dinner dress is required to be worn for one/two nights in the week | 1.50 per night |
| 7 | 20 (a) | On three or more nights in the week | 7.20 per week |
| 8 | 21 (b) | Travelling and incidental expenses | 80.75 per day |
| 9 | 21 (b) | Maximum | 403.70 per week |
| 10 | 22 (a) | Locomotion allowance | 0.56 per km |
| 11 | 22 (b) | Manager of more than one theatre travelling from one to the other | 0.59 per km |

3. This variation shall take effect from the first full pay period to commence on or after 28 September 2006.

I. W. CAMBRIDGE, Commissioner

THEATRICAL EMPLOYEES RECREATION AND LEISURE 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 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete clause 30, State Wage Case Adjustments, of the award published 13 October 2000 (319 I.G. 406), and insert in lieu thereof the following:

30. State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay

(i)

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|----------------|-----------------------|---------------------------|-----------------------|
| Level 1 | 484.40 | 20.00 | 504.40 |
| Level 2 | 501.10 | 20.00 | 521.10 |
| Level 3 | 523.60 | 20.00 | 543.60 |
| Level 4 | 578.20 | 20.00 | 598.20 |
| Level 5 | 641.40 | 20.00 | 661.40 |

(ii)

| Junior Rates | Percentage of Appropriate Adult Rate |
|-----------------------|--------------------------------------|
| At 16 Years and under | 55 |
| At 17 Years | 65 |
| At 18 Years | 75 |
| At 19 Years | 85 |
| At 20 Years | 100 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|---|--------------------------|--------------------------|
| 1 | 3(c) | Supervisory loadings Up to 5 employees | 20.40 | 21.20 |
| 2 | | 6 to 10 employees | 27.90 | 29.00 |
| 3 | | 11 or more employees | 35.90 | 37.35 |
| 4 | 19(a) | First aid allowance | 11.40 | 11.85 |

3. This variation shall take effect from the first full pay period to commence on or after 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

CHEMICAL WORKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (iii) of clause 3, Wages, of the award published 11 May 2001 (324 I.G. 688), and insert in lieu thereof the following:
 - (iii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Chemical Plant Operator - Class One (100%) | 578.20 | 20.00 | 598.20 |
| Class Two (92.4%) | 544.50 | 20.00 | 564.50 |
| Class Three (89.9%) | 534.10 | 20.00 | 554.10 |
| Materials Attendant - Class One (92.4%) | 544.50 | 20.00 | 564.50 |
| Class Two (89.9%) | 534.10 | 20.00 | 554.10 |
| General Labourer (86%) | 517.80 | 20.00 | 537.80 |
| Forklift Operator (89.9%) | 534.10 | 20.00 | 554.10 |

| Juniors: | Percentage of total wage for adult general Labourer per week % |
|-----------------------|---|
| Under 16 years of age | 44 |
| At 16 years of age | 53 |
| At 17 years of age | 61 |
| At 18 years of age | 70 |
| At 19 years of age | 79 |
| At 20 years of age | 88 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|-------------------------------|--------------------------|--------------------------|
| 1 | 4(i) | Leading Hand | 22.75 | 23.65 |
| 2 | 4(ii) | Cleaning inside tank or still | 1.25 per hour | 1.30 per hour |
| 3 | 9(iii)(a) | Meal allowance | 10.40 | 10.75 |
| 4 | 9(iii)(a) | Meal allowance - second meal | 10.40 | 10.75 |
| 5 | 20(ii) | Duties of first-aid person | 1.70 per day | 1.75 per day |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the State Wage Case 2006 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 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

MARGARINE MAKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

12 November 2006

VARIATION

1. Delete subclause (viii) of clause 2, Rates of Pay of the award published 24 August 2001 (327 I.G. 163), and insert in lieu thereof the following:
 - (viii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (i) any equivalent overaward payment; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates and insert in lieu thereof the following:

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

| Classification | Former Rate \$ | SWC 2006 \$ | Total Rate \$ |
|---|-------------------|----------------|------------------|
| Refinery Operator and Process Operator (96%) | 559.50 | 20.00 | 579.50 |
| Assistant Refinery Operator and Seeding Plant Operator (92.4%) | 544.50 | 20.00 | 564.50 |
| Assistant Seeding Plant Operator, Assistant Process Plant Operator and Packaging Plant Operator (89%) | 534.10 | 20.00 | 554.10 |
| All Others (83%) | 505.90 | 20.00 | 525.90 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|----------------------|---|-----------------------|-----------------------|
| 1 | 2(iv) | Removing grease by Anderson Kerrick or similar Steam method per hour | 0.41 | 0.43 |
| 2 | 2(v) (a) 2(v) (b) | Cleaning pits, tanks, vats, sumps and/or drains per hour Continuously employed in the above per week | 0.72 16.85 | 0.75 17.50 |
| 3 | 2(vi) | Clothing Allowance per week | 2.20 | 2.30 |
| 4 | 2(iii) | Leading Hands (per week) | | |
| | | (a) in charge of 3 to 6 employees | 18.70 | 19.40 |
| | | (b) in charge of 7 to 10 employees | 23.30 | 24.20 |
| | | (c) in charge of 11 to 15 employees | 27.80 | 28.90 |
| | | (d) in charge of more than 15 employees | 34.70 | 36.10 |

| | | | | |
|---|------|--------------------------------------|------|------|
| 5 | 7(i) | Meal Allowance | | |
| | | (a) in excess of 1 hours overtime | 8.20 | 8.50 |
| | | (b) in excess of four hours overtime | 8.20 | 8.50 |
| | | (c) with notice of overtime | 8.20 | 8.50 |
| 6 | 19 | First Aid Allowance per day or shift | 2.35 | 2.45 |

Note: These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 12 November 2006

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

NUT FOOD MAKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (v) of clause 4, Rates of Pay of the award published 15 February 2002 (331 I.G. 357), as varied and insert in lieu thereof the following:

(v) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:

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

- (i) Adult Employees -

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|------------------------------------|--------------------------|------------------------------|--------------------------|
| Roaster and/or fryer (96%) | 544.75 | 20.00 | 564.75 |
| Mayonnaise Plant Operator (96%) | 544.75 | 20.00 | 564.75 |
| Distributor and Dispatcher (92.4%) | 531.90 | 20.00 | 551.90 |
| All other adult employee*(87.9%) | 516.60 | 20.00 | 536.60 |

2. 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. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|-----------------|-------------------------------------|--------------------------|--------------------------|
| 1 | 4(iii) | Leading Hands: | | |
| | | In charge of 3 to 6 employees | 22.80 | 23.70 |
| | | In charge of 7 to 10 employees | 26.80 | 27.85 |
| | | In charge of 11 to 15 employees | 33.90 | 35.25 |
| | | In charge of more than 15 employees | 41.60 | 43.25 |
| 2 | 14(i) and (iii) | Meal Allowance | 9.65 | 10.00 |
| 3 | 26(ii) | First-aid Allowance | 2.85 | 2.95 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 31 December 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

POTATO CRISP MAKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (v) of clause 5, Rates of Pay, of the award published 10 August 2001 (326 I.G. 1011), and insert in lieu thereof the following:
 - (v) The rates of pay in this award include the adjustments payable under the State Wage Case June 2006. 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 - Rates of Pay**

- (i) Adult Employees -

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Cook Grade 1, Extrusion Machine Operator Grade 1, Corn Chip Cook, Corn Preparation Operator (Arnotts) | 607.40 | 20.00 | 627.40 |
| Packing Machine Operator, Fork Lift Truck Driver (Arnotts) | 605.00 | 20.00 | 625.00 |
| Waste Water Treatment and Plant Operator (Arnotts) | 611.90 | 20.00 | 631.90 |
| Cook Grade 1, Extrusion Machine Operator Grade 1, Corn Chip Cook, Corn Preparation Operator | 598.10 | 20.00 | 618.10 |
| Packing Machine Operator, Fork Lift Truck Driver | 595.70 | 20.00 | 615.70 |
| Waste Water Treatment and Plant Operator | 591.90 | 20.00 | 611.90 |
| Cook Grade 2, Extrusion Machine Operator Grade 2, Other Machine Operator, Packet Weight Controller using calculator, Pallet Checker and Recorder and Palletiser, Wet End Attendant, Packaging Machine Operator (Training) | 571.60 | 20.00 | 591.60 |
| Person who, in the course of a shift, cleans toilets | 563.60 | 20.00 | 583.60 |
| Other employees not elsewhere classified | 560.70 | 20.00 | 580.70 |

- (ii) Juniors - Junior employees shall be paid the following percentages of the rate of pay for the classification "Other employees not elsewhere classified", calculated to the nearest 5 cents, any broken part of 5 cents in the result not exceeding 2.5 cents to be disregarded:

| | Percentage % |
|------------------------------|-----------------|
| At 16 years of age and under | 50 |
| At 17 years of age | 60 |
| At 18 years of age | 70 |
| At 19 years of age | 80 |
| At 20 years of age | 95 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|----------------------------------|--------------------------|--------------------------|
| 1 | 5(ii) | Leading Hand Allowance | 35.40 per week | 36.80 per week |
| 2 | 5(iv) | Team Leader - Arnotts Foods only | 56.90 per week | 59.20 per week |
| 3 | 3(iii)(b) | Afternoon Shift Allowance | 80.10 per week | 83.30 per week |
| 4 | 3(iv)(b) | Night Shift Allowance | 159.20 per week | 165.55 per week |
| 5 | 8(vi) | Meal Allowance | 8.30 per meal | 8.60 per meal |
| 6 | 16(iii) | First-aid Allowance | 2.10 per day | 2.20 per day |

"Note" These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(570)

SERIAL C5207

RACE CLUBS EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclause (1) of clause 2, Arbitrated Safety Net Adjustment of the award published 24 August 2001 (327 I.G. 95), and insert in lieu thereof the following:
 - (1) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (i) any equivalent over award payment; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Race Club Employee 1 - 110% | | | |
| Track Foreman | 620.00 | 20.00 | 640.00 |
| Foreman Gardener | 620.00 | 20.00 | 640.00 |
| Race Club Employee 2 - 100% | | | |
| Tradesman | 578.20 | 20.00 | 598.20 |
| Race Club Employee 3 - 92.4% | | | |
| Leading Hand (Track and Maintenance) | 544.50 | 20.00 | 564.50 |
| Leading Hand (Gardener) | 544.50 | 20.00 | 564.50 |
| Race Club Employee 4 - 89% | | | |
| Track Crossing Attendant | 530.30 | 20.00 | 550.30 |
| Propagator | 530.30 | 20.00 | 550.30 |
| Race Club Employee 5 - 86% | | | |
| Gardener (as defined) | 517.80 | 20.00 | 537.80 |
| Fettler | 517.80 | 20.00 | 537.80 |
| General Track or Maintenance Hand | 517.80 | 20.00 | 537.80 |
| Race Club Employee 6 - 82% | | | |
| General Maintenance Labourer and Cleaner | 501.10 | 20.00 | 521.10 |
| Employee not elsewhere classified | 501.10 | 20.00 | 521.10 |
| Race Club Employee 7 - 78% | | | |
| Employee undertaking up to 3 months on the job training | 484.40 | 20.00 | 504.40 |

| | | | |
|----------------------------|--------|-------|--------|
| Plant Operators | | | |
| Plant Operator 1 - (92.4%) | 544.50 | 20.00 | 564.50 |
| Plant Operator 2 - (87.4%) | 523.70 | 20.00 | 543.70 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|--|----------------------------|----------------------------|
| 1 | 3 (2) (a) | Employee other than a Plant Operator, required to use a scythe or operate a power mower | 1.90 p/day or part thereof | 2.00 p/day or part thereof |
| 2 | 3 (2) (b) | Employee, other than a Plant Operator, required to operate a tractor with or without attachments and/or front end loader | 1.90 p/day or part thereof | 2.00 p/day or part thereof |
| 3 | 3 (2) (c) | Employees required to use pesticides, weedicide or poisonous sprays | 2.05 p/day | 2.10 p/day |
| 4 | 3 (2) (d) | First-aid allowance | 2.70 p/day | 2.80 p/day |
| 6 | 3 (2) (e) | Meal allowance for overtime | 8.20 | 8.50 |
| 7 | 3 (2) (f) | Horse handling allowance | 1.90 p/day or part thereof | 2.00 p/day or part thereof |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

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

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(607)

SERIAL C5266

SOAP AND CANDLE MAKERS (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete clause 2, Safety Net Commitments, of the award published 6 July 2001 (325 I.G. 1033), and insert in lieu thereof the following:

2. Safety Net Commitments

- (i) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
- (a) any equivalent over award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Group I - Employee in charge of soap Making Chemithon Plant Operator | 516.50 | 20.00 | 536.50 |
| Group II - Soap Boiler, including the finishing of Soap Pan Tower Operator Granulation Plant Operator Fork Lift Operator | 505.40 | 20.00 | 525.40 |
| Group III - Employees working at Pans Kettle Operator Amalgamator and Mill Operator Glycerine Room Operator Wrapping Machine Operator Automatic Stamping Machine Operator Liquid Detergents Operator Mixing (Non-soap Detergents) Operator Screens and Dosing Operator Soap Dryer Operator Tallow Beaching | 497.20 | 20.00 | 517.20 |

| | | | |
|--|--|---|--|
| Machine Adjuster, all locations Chemithon Assistant Operator Weight Controller | | | |
| Group IV - Malleys Dust Collector Jet Room Operator Employees engaged in mechanical and/or hand crushing Employee melting out oils and fats Employee pumping oil to soap pans and kettles Treatment - hand, glycerine Assistant mixer operator, non-soapy detergent Powder Reclaiming Operator | 491.50 | 20.00 | 511.50 |
| Group V - Employees engaged in open air stacking, handling and receiving raw materials Employee filing, trucking, weighing, etc. Employee on automatic sealing machine Soda Boiler Employee not elsewhere classified | 485.70 | 20.00 | 505.70 |
| Stearine and Candles - Candle Maker Stillman Candle Moulder Stearine Press Operator Employees concentrating candle crude glycerine Operator in charge of flat splitting plant General Hand not elsewhere classified Candle Manufacturer All others | 492.30 490.10 486.70 484.40 484.40 490.10 484.40 484.40 485.70 | 20.00 20.00 20.00 20.00 20.00 20.00 20.00 20.00 20.00 | 512.30 510.10 506.70 504.40 504.40 510.10 504.40 504.40 505.70 |

Table 2- Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|----------------------|---|--------------------|--------------------|
| 1 | 5(iv) | Leading Hand Allowance - | | |
| | | In charge of 3 to 6 employees | 20.80 | 21.65 |
| | | In charge of 7 to 10 employees | 26.25 | 27.30 |
| | | In charge of 11 to 15 employees | 31.05 | 32.30 |
| | | In charge of more than 15 employees | 38.45 | 40.00 |
| 2 | 5(v) | Employees engaged in cleaning pits, tanks, vats and/or stumps and/or evaporator tubes | 0.81 | 0.84 |
| 3 | 5(vi) | Employees required to empty bags of soda ash by hand | 0.80 | 0.83 |
| 4 | 5(vii) 27(ii) | First-aid Attendant | 2.70 | 2.80 |
| 5 | 15(i) and 15(iii) | Meal Allowance Overtime in excess of four hours Notified of overtime | 9.05 | 9.35 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

TOY MAKERS' EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete subclauses (i) and (vii), of clause 3, Wages, of the award published 6 June 2001 (325 I.G. 404), and insert in lieu thereof the following:

- (i) Adults - The minimum rates of pay for the classifications in this Award are set out hereunder.
- (a) Employees engaged in the manufacture or preparation of soft toys and or dolls of all descriptions (including clay, rubber and sawdust) shall be paid the following rates of pay:

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Cutter - out | 492.70 | 20.00 | 512.70 |
| Press operator - all materials except cloth | 490.70 | 20.00 | 510.70 |
| Mould reproducer | 487.30 | 20.00 | 507.30 |
| Spray gun operator | 487.30 | 20.00 | 507.30 |
| Grinder or Buffer | 486.10 | 20.00 | 506.10 |
| All other adult employees | 484.40 | 20.00 | 504.40 |

- (b) Employees engaged in the manufacture and/or preparation of wooden toys shall be paid the following rates of pay:

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|--------------------------|--------------------------|------------------------------|--------------------------|
| Sawyer | 492.70 | 20.00 | 512.70 |
| Sanding machine operator | 487.30 | 20.00 | 507.30 |
| Spray gun Operator | 487.30 | 20.00 | 507.30 |
| All other employees | 484.40 | 20.00 | 504.40 |

- (vii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
- (a) any equivalent over award payment; and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments

2. This variation shall take effect from the first full pay period to commence on or after 28 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

VEGETABLE OILS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3162 of 2006)

Before Commissioner Cambridge

28 September 2006

VARIATION

1. Delete clause 4, State Wage Case Adjustments, of the award published 24 August 2001 (327 I.G. 183), 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 2006. These adjustments may be offset against:

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

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

- (i) Adult Employees -

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Level One: (96%) Solvent Extractor, Refiner | 559.50 | 20.00 | 579.50 |
| Level Two: (89.9%) Machine Operators, Assistant Refiner, Press Person, Employee Working Expellers, Oil Pumperson, Delinter and/or Dehuller Operator, Forklift Operator, Meat Packer and Sewer | 534.10 | 20.00 | 554.10 |
| Level Three: (87.4%) Crusher Feeder, Solvent Extractor Hand, Baler Operator, Seed Intake Operator | 523.70 | 20.00 | 543.70 |
| Level Four: (83%) All Others | 505.40 | 20.00 | 525.40 |

Table 2 - Other Rates and Allowances

| Item No. | Clauses No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|-------------|---------------------------------|-----------------------|-----------------------|
| | 3(iii) | Leading Hand Allowance | | |
| 1 | | In charge of 3 to 6 employees | 20.10 | 20.90 |
| 2 | | In charge of 7 to 10 employees | 24.70 | 25.70 |
| 3 | | In charge of 11 to 15 employees | 29.90 | 31.10 |
| 4 | | In charge of over 15 employees | 37.30 | 38.80 |
| 5 | 3(v) | During Cotton Seed Operations | 0.25 per hour | 0.26 per hour |
| 6 | 9 | Meal Allowance | 9.65 | 10.00 |
| 7 | 20 | First-Aid Allowance | 2.30 per day or shift | 2.40 per day or shift |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 17 November 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

RECORDED MUSIC AND VISUAL ENTERTAINMENT REPRODUCTION (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Recorded Media Industry Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 3465 of 2006)

Before Commissioner Macdonald

24 November 2006

VARIATION

1. Delete the second paragraph of clause 5, State Wage Case of award published 5 October 2001 (328 I.G. 418), and insert in lieu thereof the following:

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 Employees

| Classification | Base Rate (includes SWC 05) | SWC 2006 | Total Rate (\$) |
|----------------|-----------------------------|----------|-----------------|
| Entry Level | 528.00 | 20.00 | 548.00 |
| Grade 1 | 558.00 | 20.00 | 578.00 |
| Grade 2 | 580.00 | 20.00 | 600.00 |
| Grade 3 | 623.00 | 20.00 | 643.00 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|--|-------------------------|
| 1 | 9(iv) | Meal Allowance - working overtime for more than one hour without being notified previous day If order for overtime is cancelled | 8.00 8.00 |
| 2 | 22 (ii) | First - Aid | 14.60 |
| 3 | 29 | Leading Hand in charge of : more than 3 and not more than 10 persons more than 10 and not more than 20 persons | 30.00 38.75 53.05 |

NOTE:

The expense related allowances in this Award have been varied to take into account movements in the Consumer Price Index up to and including the quarter ending September 2006.

3. This variation shall take effect from the first full pay period to commence on or after 24 November 2006.

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

ENGINE PACKING MANUFACTURE (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3454 of 2006)

Before The Honourable Justice Kavanagh

15 November 2006

VARIATION

1. Delete paragraph (i)(b) of clause 2, Wages, of the award published 16 February 2001 (322 I.G. 354), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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**

| Classification | Former Rate Per week \$ | State Wage Case 2006 \$ | New Rate Per Week \$ |
|--|-------------------------------|-------------------------------|----------------------------|
| Machinist | 502.70 | 20.00 | 522.70 |
| Trainee Machinist (First 3 months) | 494.50 | 20.00 | 514.50 |
| Labourer | 497.60 | 20.00 | 517.60 |
| Light Machinist (as defined) | 495.90 | 20.00 | 515.90 |
| Trainee Light Machinist (First 3 months) | 487.80 | 20.00 | 507.80 |
| Tablehand; Trimmer; Finisher; Packager | 492.80 | 20.00 | 512.80 |

Table 2 - Other Rates And Allowances

| Item | Clause No. | Brief Description | Former Allowance \$ | New Allowance \$ |
|------|---------------|--|---------------------------|------------------------|
| 1 | 9(ii) | Meal Allowance | 8.60 per meal | 8.90 per meal |
| 2 | 9(iii) (a) | Leading Hand - Up to 10 employees | 22.45 per week | 23.35 per week |
| 3 | 9(iii) (b) | Leading Hand - Over 10 employees | 29.90 per week | 31.10 per week |
| 4 | 9(iv) | First Aid Allowance | 2.00 per day | 2.10 per day |
| 5 | 9(v)(a) | Dirt Money: Squaring Machine or Cleaning Tanks | 1.20 per day | 1.25 per day |
| 6 | 9(v)(b) | Dirt Money: Twisting Machine or Hemp and/or Asbestos Plaiters | 1.10 per day | 1.15 per day |

3. This variation shall take effect from the first full pay period to commence on or after 15 November 2006.

T. M. KAVANAGH *J*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (TEACHERS IN TAFE CHILDREN'S CENTRES) SALARIES AND CONDITIONS AWARD 2005

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3480 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Insert after subclause 3.7, of clause 3, Salaries and Allowances, of the award published 2 June 2006 (359 I.G. 458), the following new subclause:

3.8 Salary packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed by Part B, Table 1 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 3.8.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 3.8.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 3.8.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

3.8.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

3.8.3.2 any administrative fees.

- 3.8.4 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

3.8.4.1 Superannuation Guarantee Contributions;

3.8.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

3.8.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. This variation shall take effect on and from 13 November 2006.

M. SCHMIDT *J.*

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(012)

SERIAL C5271

ANIMAL WELFARE, INSTITUTIONAL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2754 of 2006)

Before Commissioner Bishop

31 July 2006

VARIATION

1. Delete subclause (v) of clause 5, Wages of the award published 23 February 2001 (322 I.G. 558), and insert in lieu thereof the following:
 - (v) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (a) any equivalent over award payments, and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Wages, and Table 2 - Other Rates and Allowances of Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | Rate per week \$ |
|------------------------------|---------------------|
| Inspector | 534.60 |
| Liaison Officer (Inspectors) | 534.60 |
| Supervisor | 520.50 |
| Veterinary Assistant | 504.40 |
| Lethalist | 504.40 |
| Animal Attendance | 504.40 |
| Handyman | 504.40 |
| All others | 504.40 |

Table 2 - Other Rates and Allowances

| Item No | Clause No. | Brief Description | Amount \$ |
|---------|------------|------------------------|----------------|
| 1 | 5(ii) | Leading Hand Allowance | 21.50 per week |
| 2 | 5(iv) | First-aid Allowance | 10.52 per week |
| 3 | 6(ii) | Meal Allowance | 8.66 per meal |

| | | | | |
|---|---------|------------------------------|-----------------|----------------|
| 4 | 23(i) | Locomotion | Standing charge | Running Charge |
| | | | per week | cents/km |
| | | Horsepower of vehicle: | \$ | |
| | | Up to and including 2,000 cc | 215.95 | 26.49 |
| | | Over 2,000 cc | 246.08 | 28.78 |
| 5 | 23(iii) | Locomotion - bicycle | 4.81 per shift | |

3. The variation shall take effect from the first full pay period to commence on or after 3 September 2006.

E. A. R. BISHOP, Commissioner

Printed by the authority of the Industrial Registrar.

(017)

SERIAL C5248**ASPHALT AND BITUMEN 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 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete clause 9A, State Wage Case Adjustments, of the award published 14 December 2001 (330 I.G. 347), and insert in lieu thereof the following:

9A. State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

| Classification | SWC 2005 Rate \$ | SWC 2006 Adjustment \$ | SWC 2006 Rate \$ |
|--|------------------------|------------------------------|------------------------|
| (A) Manufacturing plant employees | | | |
| Plant Operator (mixing plant) | 597.10 | 20.00 | 617.10 |
| Front End Loader operator | 589.10 | 20.00 | 609.10 |
| General Hand | 531.10 | 20.00 | 551.10 |
| (B) Laying Crew | | | |
| Asphalt paver operator | 591.50 | 20.00 | 611.50 |
| Paver Screed operator | 591.50 | 20.00 | 611.50 |
| Roller operator | 573.10 | 20.00 | 593.10 |
| Tack coat operator | 571.30 | 20.00 | 591.30 |
| Rotary broom operator | 531.10 | 20.00 | 551.10 |
| General Hand | 531.10 | 20.00 | 551.10 |
| (C) Other Classifications | | | |
| Senior Allocator (operating or allocating for more two or more weighbridges) | 608.30 | 20.00 | 628.30 |
| Weighbridge operator and or/allocator | 582.90 | 20.00 | 602.90 |
| Store person (asphalt specialist) | 582.90 | 20.00 | 602.90 |
| Laboratory Assistant | 546.80 | 20.00 | 566.80 |
| Profiler operator (rate to be determined) | | | |
| Ganger | 625.80 | 20.00 | 645.80 |
| Foreperson | 614.70 | 20.00 | 634.70 |

| | | | |
|--|--------|-------|--------|
| Equipment Operator group 1 includes: Sprayer Operator over 7500 litres (including towing) leader operator (spray) | 580.60 | 20.00 | 600.60 |
| Equipment Operator group 2 includes: Sprayer Operator up to 7500 litres (including towing) | 571.70 | 20.00 | 591.70 |
| Equipment Operator group 3 includes: Roller Operator (spray) Broom Operator Aggregate Spreader Operator (including towing) Spray Operator (rear) Aggregate Spreader (rear) Kettle Hand | 564.30 | 20.00 | 584.30 |
| General Hand | 531.10 | 20.00 | 551.10 |
| Weighbridge Operator and or allocator | 582.90 | 20.00 | 602.90 |
| Storeperson (spray specialist) | 582.90 | 20.00 | 602.90 |
| Laboratory assistant | 546.80 | 20.00 | 566.80 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|------------|------------------------|-----------------------|-----------------------|
| 1 | 4(a) | Industry Allowance | 21.20 per week | 22.05 per week |
| 2 | 4(b) | Inclement weather | 22.05 per week | 22.95 per week |
| 3 | 4(c) | In Charge of plant | 10.20 per week | 10.60 per week |
| 4 | 4(d) | First Aid Allowance | 2.05 per day | 2.15 per day |
| 5 | 6(g)(I) | Meal Allowance | 9.90 per meal | 10.25 per meal |
| 6 | 10(c) | Travelling Expenses | 9.80 per meal | 10.25 per meal |
| 7 | 11(a) | Country Work | 324.80 per week | 334.20 per week |
| 8 | 11(a)(iii) | Incidentals Allowance | 3.50 per night | 3.60 per night |
| 9 | 4(e) | Leading Hand Allowance | 17.90 per week | 18.60 per week |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 3 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

SURVEYORS' FIELD HANDS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete subclause (vi) of clause 3, Wages, of the award published 23 November 2001 (329 I.G. 889), and insert in lieu thereof the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Wage Private Sector**

| Weekly Hands Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|------------------------------------|--------------------------|------------------------------|--------------------------|
| Instrument Person | 557.40 | 20.00 | 577.40 |
| Special class field hand | 555.00 | 20.00 | 575.00 |
| First class field hand | 531.60 | 20.00 | 551.60 |
| Second class field hand | 521.00 | 20.00 | 541.00 |
| Operator of Echo- Sounding Machine | 551.90 | 20.00 | 571.90 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|---------------------------------|--------------------------|--------------------------|
| 1 | 3(i)(b) | Daily Hands | 5.15 | 5.35 |
| 2 | 3(ii) | Motor Vehicle/Launch Allowance | 2.10 | 2.20 |
| 3 | 3(iii) | Four-wheel-drive Allowance | 2.85 | 2.95 |
| 4 | 3(iii) | Hydrographics Duties Allowance | 2.15 | 2.25 |
| 5 | 3(iv) | Inclement Weather Allowance | 24.70 | 25.70 |
| 6 | 4(i) | Wet Places Allowance | 0.50 | 0.52 |
| 7 | 6 | Underground Work Allowance | 0.57 | 0.59 |
| 8 | 14(i) | Distant Places Allowance | 0.99 | 1.03 |
| | 14(j) | Distant Places Western Division | 1.70 | 1.77 |
| 9 | 14(ii) | Distant Places Snowy River | 1.64 | 1.71 |
| 10 | 17(iii) | First-aid Allowance | 2.17 | 2.26 |

| | | | | |
|----|-----------------------|---------------------------------------|---------|---------|
| 11 | 20(ii)(d) 28 28 | Meal Allowance | 11.80 | 12.20 |
| | | Meal Allowance | 11.80 | 12.20 |
| | | Each Subsequent Meal | 10.05 | 10.40 |
| 12 | 20(ii)(d) | Bed Allowance | 62.70 | 64.00 |
| 13 | 20(v)(a) | Return Home Allowance | 42.55 | 45.30 |
| 14 | 20(vii) | Travelling Allowance (Public Sector) | Per Day | Per Day |
| | | More than 3 but not more than 10 km | 4.15 | 4.40 |
| | | More than 10 but not more than 20 km | 8.75 | 9.30 |
| | | More than 20 but not more than 30 km | 13.15 | 14.00 |
| | | More than 30 but not more than 40 km | 17.60 | 18.75 |
| | | More than 40 but not more than 50 km | 21.60 | 23.00 |
| | | More than 50 but not more than 60 km | 25.80 | 27.50 |
| | | More than 60 but not more than 70 km | 30.30 | 32.25 |
| | | More than 70 but not more than 80 km | 34.45 | 36.70 |
| | | More than 80 but not more than 90 km | 38.70 | 41.20 |
| | | More than 90 but not more than 100 km | 43.20 | 46.00 |
| 15 | 37 | Rain Allowance | 2.39 | 2.49 |

Note These allowances are contemporary for expense related allowances as at 30th March 2006 and for work related allowances are inclusive of adjustments in accordance with the June 2006 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 3 October 2006.

D. W. RITCHIE, Commissioner.

Printed by the authority of the Industrial Registrar.

GANGERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

13 November 2006

VARIATION

1. Delete subclause (vii) of clause 2, Wages - Private Sector, of the award published 25 January 2002 (330 I.G. 1143), and insert in lieu thereof the following:
 - (vii) The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. 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 - Private Sector - Rates of Pay**

| Item No. | Clause No. | Classification | Rate \$ |
|---|------------|---|---------|
| Gangers in Charge of a gang which includes: | | | |
| 1 | 2(i)(a) | Up to 9 persons | 626.00 |
| 2 | 2(i)(b) | From 10 to 15 persons | 635.30 |
| 3 | 2(i)(c) | 16 persons or more | 642.20 |
| A Ganger in charge of 12 persons or more: | | | |
| 4 | 2(ii)(a) | Plate Laying - Permanent way | 654.40 |
| 5 | 2(ii)(b) | In tunnel, drive or shaft | 654.40 |
| The rates prescribed in subclause (ii) of clause 2, Wages - Private Sector are inclusive of a rate for supervising plant items. | | | |
| New South Wales, including the County of Yancowinna | | | |
| Less than 100 persons on time sheets - | | | |
| Timekeepers who are responsible for computing payments and allocating costs - | | | |
| 6 | 2(v) | On works where cash orders or cheques for advance pay are issued | 597.30 |
| 7 | | Where no cash order or pay cheques for advance pay are issued Assistant or check-time keeper | 588.50 |
| 8 | | Timekeepers and store-keepers (combined) | 579.10 |
| 9 | | Storekeepers | 588.50 |
| 10 | | | 586.90 |

| New South Wales, including the County of Yancowinna | | | |
|---|------|--|--------|
| 100 persons or more on time sheets - | | | |
| Timekeepers who are responsible for computing payments and allocating costs - | | | |
| 11 | 2(v) | On works where cash orders or cheques for advance pay are issued | 602.00 |
| 12 | | Where no cash order or pay cheques for advance pay are issued | 597.30 |
| 13 | | Assistant or check-time keeper | |
| 14 | | Timekeepers and store-keepers (combined) | 587.40 |
| 15 | | Storekeepers | 597.30 |
| | | | 588.00 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|---|--------------|---------------------------------------|-------------------------------|
| 1 | 7(iv)(c)(1) | Return home up to 100 km | 43.10 |
| 2 | 7(iv)(c)(1) | Each additional 10 km | 1.85 |
| 3 | 7(v) | Meal while travelling | 10.80 |
| 4 | 7(v) | Bed while travelling | 55.20 |
| 5 | 13(ii)(a)(1) | Fares - persons not camped | 1.28 per week 0.29 per day |
| 6 | 13(ii)(a)(1) | Maximum Fares | 3.00 per week |
| 7 | 13(ii)(b)(1) | Travelling Allowance | Per Day |
| | | More than 3 but not more than 10 km | 4.60 |
| | | More than 10 but not more than 20 km | 9.20 |
| | | More than 20 but not more than 30 km | 13.85 |
| | | More than 30 but not more than 40 km | 18.50 |
| | | More than 40 but not more than 50 km | 22.70 |
| | | More than 50 but not more than 60 km | 27.40 |
| | | More than 60 but not more than 70 km | 31.90 |
| | | More than 70 but not more than 80 km | 36.40 |
| | | More than 80 but not more than 90 km | 40.10 |
| | | More than 90 but not more than 100 km | 45.65 |
| 8 | 7(i) | Meal allowance | 10.80 |
| | | Each subsequent meal | 9.05 |
| 9 | 7(iii) | Meal allowance | 10.80 |
| Where gangs include one or more plant items, as defined, a Ganger shall be paid for each day or part thereof the following allowance: | | | |
| 10 | 3(i) | Up to 3 major plant items | 2.92 |
| 11 | 3(i) | 4 to 5 major plant items | 4.86 |
| 12 | 3(i) | 6 or more major plant items | 7.81 |
| 13 | 3(iv)(a) | Industry Allowance | 22.00 per week |
| 14 | 3(vi) | Inclement weather | 24.67 per week |
| 15 | 7(iv)(a) | Country Work | 364.90 per week |
| 16 | 16(i) | Distant Places | 1.15 per day |
| 17 | 16(i) | Western Division | 1.75 per day |
| 18 | 16(ii) | Distant Places | 1.15 per day |
| 19 | 16(iii) | Distant Places | 1.75 per day |
| 20 | 20(i) | Wet places | 0.51 per hour |
| 21 | 20(ii) | Water Depth | |
| | | Over 457.2 mm | 3.41 per day |
| | | Over 914.4mm | 4.10 per day |

| | | | |
|----|---------|---------------------|---------------|
| 22 | 20(iii) | Slurry | 0.47 per hour |
| 23 | 21 | Working in the rain | 2.55 per day |
| 24 | 26(ii) | First Aid | 2.27 per day |
| 25 | 28 | Height Money | 0.51 per hour |

NOTE: Expense related allowances appearing in this award have been increased up to and including the respective CPI indexes as of 30 March 2006. Item 15 is adjusted in accordance with the General Construction and Maintenance, Civil and Mechanical Engineering (State) Award. Other allowances are inclusive of adjustments in accordance with the June 2006 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 13 November 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

QUARRIES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

13 November 2006

VARIATION

1. Delete clause 3.8, Safety Net Adjustments, of the award published 30 June 2000 (316 I.G. 961), and insert in lieu thereof the following:

3.8. Safety Net Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 7, Monetary Rates, and insert in lieu thereof the following:

PART 7**MONETARY RATES****Table 1A - Wages**

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|--------------------------|-----------------------|---------------------------|-----------------------|
| Operator Level One | 558.40 | 20.00 | 578.40 |
| Operator Level Two | 585.30 | 20.00 | 605.30 |
| Operator Level Three | 610.30 | 20.00 | 630.30 |
| Operator Level Four | 633.20 | 20.00 | 653.20 |
| Operator Level Five | 645.70 | 20.00 | 665.70 |
| Operator Level Six | 658.20 | 20.00 | 678.20 |
| Operator Level Seven | 668.20 | 20.00 | 688.20 |
| Tradesperson Level One | 658.20 | 20.00 | 678.20 |
| Tradesperson Level Two | 678.70 | 20.00 | 698.70 |
| Tradesperson Level Three | 681.80 | 20.00 | 701.80 |
| Tradesperson Level Four | 702.30 | 20.00 | 722.30 |
| Tradesperson Level Five | 753.10 | 20.00 | 773.10 |

The rates in Table 1A above include and consume the "Industry Disability" allowance and the "Inclement Weather" allowance, (i.e. the rates in Table 1B continue to attract the "Disability Allowance", Item 26, Table 2). Accordingly, the rates in Table 1A above compensate employees for working in the open in quarries and thereby being subject to climatic conditions such as dust blowing in the wind, sloppy and muddy conditions and the lack of usual amenities associated with factory work etc., and for the additional disabilities of being required to work when exposed to inclement weather and for working in isolated and underdeveloped locations.

"Inclement weather" means wet weather and/or abnormal climatic conditions such as hail, cold, high winds, severe dust storms, extreme high temperatures or any combination thereof.

Table 1B - Lime Makers Wages

| Classification | SWC 2005 Amount \$ | SWC 2005 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Lime Burner attending to more than three fire holes - cents extra | 505.70 | 20.00 | 525.70 |
| Arch Builder | 484.40 | 20.00 | 504.40 |
| Ash Wheeler | 484.40 | 20.00 | 504.40 |
| Labourer | 484.40 | 20.00 | 504.40 |
| Machine Person | 491.65 | 20.00 | 511.65 |
| Pepper Machinist | 484.40 | 20.00 | 504.40 |
| Powder Monkey | 491.65 | 20.00 | 511.65 |
| Powder Monkey's assistant | 484.40 | 20.00 | 504.40 |
| Jumper Person | 484.40 | 20.00 | 504.40 |
| Hammer Drill Person | 484.40 | 20.00 | 504.40 |
| Spawler | 489.00 | 20.00 | 509.00 |
| Tool Sharpener | 484.40 | 20.00 | 504.40 |
| Skip person Tip person | 484.40 | 20.00 | 504.40 |
| Truck Driver 5 Tonne Truck | 484.40 | 20.00 | 504.40 |
| Stripper | 497.65 | 20.00 | 517.65 |
| Box Filler in Quarry | 484.40 | 20.00 | 504.40 |
| Operators of navy, petrol oil or electric operated: | | | |
| Up to & including .57 cubic metres | 484.40 | 20.00 | 504.40 |
| Over .57 cubic metres and up to & including 1.5 cubic metres | 485.50 | 20.00 | 505.50 |
| Over 1.5 cubic metres and up to and including 5.3 | 495.50 | 20.00 | 515.50 |
| Over 3 cubic metres and up to and including 5.3 cubic metres | 511.80 | 20.00 | 531.80 |
| Over 5.3 cubic metres | 517.25 | 20.00 | 537.25 |
| Operator of plant used as rear and or bottom and or side dumps | | | |
| 12 tonnes or more but not exceeding 15 tonnes | 488.10 | 20.00 | 508.10 |
| 15 tonnes or more but not exceeding 20 tonnes | | | |
| 20 tonnes or more | 495.95 | 20.00 | 515.95 |
| Tractor Unit Plant | | | |
| 48kw & under | 484.40 | 20.00 | 504.40 |
| Over 48kw | 494.15 | 20.00 | 514.15 |
| Over 97kw to 220kw | 499.80 | 20.00 | 519.80 |
| Tractors whilst sing power operated attachments | | | |
| 48kw and under | 484.40 | 20.00 | 504.40 |
| Over 48kw to 97kw | 495.95 | 20.00 | 515.95 |
| Loader front end and overhead: appropriate tractor rate grader self propelled over 30kw | 495.75 | 20.00 | 515.75 |
| Grader self propelled under 30kw | 486.80 | 20.00 | 506.80 |
| Air compressor Operator | 484.40 | 20.00 | 504.40 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|-----------|-------------------------|--------------------------|--------------------------|
| 1 | 3.1(5)(a) | In charge of plant | 12.75 per week | 13.25 per week |
| | 3.1(5)(b) | Leading hand allowances | | |

| | | | | |
|--------------------------------|------------|---------------------------------|-----------------|-----------------|
| 2 | | 2 to 5 employees | 18.95 per week | 19.70 per week |
| 3 | | 6 to 10 employees | 26.55 per week | 27.60 per week |
| 4 | | 11 to 20 employees | 37.80 per week | 39.30 per week |
| 5 | | More than 20 employees | 48.00 per week | 49.90 per week |
| 6 | 3.1(6)(a) | Confined spaces | 0.57 per hour | 0.59 per hour |
| 7 | 3.1(6)(b) | Dirty work | 0.42 per hour | 0.44 per hour |
| 8 | 3.1(6)(c) | Height money | 0.32 per hour | 0.33 per hour |
| | 3.1(6)(d) | Hot places | | |
| 9 | | Between 46 & 54 degrees Celsius | 0.41 per hour | 0.43 per hour |
| 10 | | Exceeds 54 degrees Celsius | 0.57 per hour | 0.59 per hour |
| 11 | 3.3(1) | Tools | 12.20 per week | 12.55 per week |
| 12 | 3.4(2) | First Aid allowance | 2.06 per day | 2.14 per day |
| 13 | 3.7(6)(b) | Meal allowance | 11.00 per meal | 11.40 per meal |
| 14 | 3.7(6)(c) | Board and lodging | 347.00 per week | 354.30 per week |
| 15 | 3.7(7) | Motor vehicle allowance | 0.47 per km | 0.50 per km |
| 16 | 3.7(8) | Transport not available | 5.25 per day | 5.60 per day |
| 17 | 4.7(5)(a) | Meal allowance | 11.00 per meal | 11.40 per meal |
| 18 | 4.7(5)(b) | Meal allowance | 11.00 per meal | 11.40 per meal |
| Lime-making related allowances | | | | |
| 19 | 3.5(3) | Attending to generator/dynamo | 16.50 | 17.15 |
| 20 | 3.5(4) | In charge of plant | 16.50 | 17.15 |
| 21 | 3.5(5) | Leading hands | | |
| | | Less than 3 employees | 10.20 | 10.60 |
| | | 3 to 6 employees | 17.20 | 17.90 |
| | | More than 6 employees | 21.65 | 22.50 |
| 22 | 3.5(2)(iv) | Afternoon shift | 36.85 | 38.30 |
| 23 | 3.5(1) | Disability Allowance | 34.50 | 35.90 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 13 November 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

ROCK AND ORE MILLING AND REFINING (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete subclause (vii), of clause 3, Wages, of the award published 27 July 2001 (326 I.G. 429), and insert in lieu thereof the following:
 - (vii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (A) any equivalent over-award payments; and/or
 - (B) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-------------------------------------|--------------------------|------------------------------|--------------------------|
| Production Operator Level 1 (83%) | 505.30 | 20.00 | 525.30 |
| Production Operator Level 2 (89.9%) | 534.10 | 20.00 | 554.10 |
| Production Operator Level 3 (92.4%) | 544.50 | 20.00 | 564.50 |
| Team Leader | 578.20 | 20.00 | 598.20 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|------------|--------------|--|--------------------------|-----------------------------|
| 1 | 3(i) | Disability Allowance | 40.10 | 41.70 |
| 2 | 3(ii) | Shift Workers on day, afternoon and night shifts | 8.50 | 8.85 |
| 3 | 3(iii) | Shift Workers on permanent afternoon or night shifts | 10.45 | 10.85 |
| 4 | 3(v) | Leading Hands | 4.25 | 4.40 |
| 5 | 4(ii) | Overtime - Meal Allowance | 9.25 | 9.55 |
| 6 | 13(ii) | First Aid | 1.85 per day or shift | 1.90 per day or shift |

"Note": These allowances are contemporary for expense related allowances as at 30th March 2006 and for work related allowances are inclusive of adjustments in accordance with the June 2006 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 28 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

METALLIFEROUS MINING INDUSTRY (STATE) AWARD 1995

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete subclause (iv) of clause 7, Rates of Pay, of the award published 8 March 1996 (291 I.G. 1), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. 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 - Rates of Pay**

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---------------------------------|--------------------------|------------------------------|--------------------------|
| (a) Treatment Plant Operators - | | | |
| Operator Level 5 | 486.50 | 20.00 | 506.50 |
| Operator Level 4 | 502.50 | 20.00 | 522.50 |
| Operator Level 3 | 524.70 | 20.00 | 544.70 |
| Operator Level 2 | 545.10 | 20.00 | 565.10 |
| Operator Level 1 | 578.20 | 20.00 | 598.20 |
| (b) Mine and Haulage - | | | |
| Operator Level 5 | 486.50 | 20.00 | 506.50 |
| Operator Level 4 | 502.50 | 20.00 | 522.50 |
| Operator Level 3 | 524.70 | 20.00 | 544.70 |
| Operator Level 2 | 545.10 | 20.00 | 565.10 |
| Operator Level 1 | 578.20 | 20.00 | 598.20 |
| (c) Underground Operations - | | | |
| Mine Level 5 | 502.50 | 20.00 | 522.50 |
| Mine Level 4 | 524.70 | 20.00 | 544.70 |
| Mine Level 3 | 545.10 | 20.00 | 565.10 |
| Mine Level 2 | 578.20 | 20.00 | 598.20 |
| Mine Level 1 | 598.90 | 20.00 | 618.90 |

| | | | |
|--|--------|-------|--------|
| (d) Maintenance, Electrical and Mechanical - | | | |
| Tradesperson Level 5 | 578.20 | 20.00 | 598.20 |
| Tradesperson Level 4 | 599.10 | 20.00 | 619.10 |
| Tradesperson Level 3 | 619.90 | 20.00 | 639.90 |
| Tradesperson Level 2 | 638.80 | 20.00 | 658.80 |
| Tradesperson Level 1 | 680.50 | 20.00 | 700.50 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|------------|---|--|--|
| 1 | 8 (i) | Qualified Supervisor Certificate (Electrician) Certificate of Registration (Electrician) | 29.75/week 16.00/week | 30.95/week 16.65/week |
| 2 | 8 (ii) | Leading Hand - 3 to 10 employees 10 to 20 employees More than 20 employees | 21.80/week 31.60/week 41.40/week | 22.65/week 32.85/week 43.05/week |
| 3 | 9 (i) | Electrical and Mechanical Tradesperson Tool Allowance | 10.70 | 11.05 |
| 4 | 13 (vi)(c) | Meal Allowance | 7.90 on each occasion | 8.20 on each occasion |
| 5 | 24 (iii) | First - Aid Allowance | 12.40 | 12.90 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 3 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

MINERAL SANDS MINING AND TREATMENT INDUSTRY (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete subclause (ii) of clause 3, Classification Structure and Wage Rates, of the award published 20 April 2001 (324 I.G. 41), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Cases 2006. 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:

Table 1 - Wages

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| (i) Tradespeople | | | |
| Boilermaker | 578.20 | 20.00 | 598.20 |
| Carpenter | 578.20 | 20.00 | 598.20 |
| Electrical Fitter | 592.05 | 20.00 | 612.05 |
| Electrical Mechanic | 592.05 | 20.00 | 612.05 |
| Fitter | 578.20 | 20.00 | 598.20 |
| Machinist, First class | 578.20 | 20.00 | 598.20 |
| Motor Mechanic | 578.20 | 20.00 | 598.20 |
| Marker Off | 578.20 | 20.00 | 598.20 |
| Turner | 578.20 | 20.00 | 598.20 |
| Welder - Special Class | 578.25 | 20.00 | 598.25 |
| Welder | 578.20 | 20.00 | 598.20 |
| Painter | 578.20 | 20.00 | 598.20 |
| (ii) Operators | | | |
| Floating Pump Operator | | | |
| Up to 300 tonnes per hour | 551.80 | 20.00 | 571.80 |
| 300 tonnes per hour and over | 569.60 | 20.00 | 589.60 |
| Electrostatic Operator | 551.80 | 20.00 | 571.80 |
| Table and/or Dryer Operator, Concentration Plant operator and or Grinding Mill Operator | 551.80 | 20.00 | 571.80 |
| Transfer Bin Operator | 551.80 | 20.00 | 571.80 |
| Mechanical Drill Rig Operator | 551.80 | 20.00 | 571.80 |
| General Hand | 560.60 | 20.00 | 580.60 |
| Maintenance Person | 578.20 | 20.00 | 598.20 |

| | | | |
|--|--------|-------|--------|
| Senior Fibreglass and/or Rubber Worker | 594.20 | 20.00 | 614.20 |
| General Hand (Maintenance) | 544.60 | 20.00 | 564.60 |
| Fork Lift Operator | 544.60 | 20.00 | 564.60 |
| Storeperson | 535.60 | 20.00 | 555.60 |
| Laboratory Assistant - Sampler | 578.20 | 20.00 | 598.20 |
| Laboratory Assistant - Tester | 567.80 | 20.00 | 587.80 |
| Nursery Person in charge - Full-time | 567.80 | 20.00 | 587.80 |
| Registered Weighbridge Attendant | 578.20 | 20.00 | 598.20 |
| Mobile Crane Operator with lifting capacity | | | |
| Up to 5 and including 5 tonnes | 563.90 | 20.00 | 583.90 |
| Over 5 tonnes | 576.90 | 20.00 | 596.90 |
| Tractor and Front End Loader and Grader operations | | | |
| (a) Up to but not exceeding 48kw | 569.70 | 20.00 | 589.70 |
| (b) 48kw but not exceeding 96kw | 577.60 | 20.00 | 597.60 |
| (c) 96kw but not exceeding 220kw | 584.90 | 20.00 | 604.90 |
| (d) 220kw but not exceeding 370kw | 593.70 | 20.00 | 613.70 |
| (e) 370 but not exceeding 450kw | 599.10 | 20.00 | 619.10 |
| Truck Operators | | | |
| Up to and including 4.5 tonnes | 553.00 | 20.00 | 573.00 |
| Over 4.5 tonnes but not exceeding 9 tonnes | 562.40 | 20.00 | 582.40 |
| Over 9 tonnes but not exceeding 15 tonnes | 570.60 | 20.00 | 590.60 |
| Over 15 tonnes but not exceeding 30 tonnes | 593.70 | 20.00 | 613.70 |
| Over 30 tonnes | 599.00 | 20.00 | 619.00 |
| Off highway haulage units (including scraper, dumper and off-highway motor trucks) | | | |
| Up to and but not exceeding 25 tonnes | 577.60 | 20.00 | 597.60 |
| Over 25 but not exceeding 40 tonnes | 584.90 | 20.00 | 604.90 |
| Over 40 but not exceeding 100 tonnes | 593.70 | 20.00 | 613.70 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|--|--------------------|--------------------|
| 1 | 3(iv) | Leading Hand - in charge of up to 10 employees | 22.80 | 23.70 |
| 2 | 3(iv) | Leading Hand - in charge of more than 10 employees | 35.00 | 36.40 |
| 3 | 4(I) (a) | Afternoon Shift Allowance | 10.35 | 10.75 |
| 4 | 4(I)(b) | Night Shift Allowance | 13.65 | 14.20 |
| 5 | 5(I) | Overall Disability Allowance | 0.53 | 0.55 |
| 6 | 5(ii) | Immersion Allowance | 9.20 | 9.60 |
| 7 | 5(iii) | Electrical Licence | | |
| | | Qualified Supervisors Certificate (Electrician) | 30.50 | 31.70 |
| | | Certificate of Registration (Electrician) | 16.35 | 17.00 |
| 8 | 5(vi) | No showers Allowance | 2.40 | 2.50 |
| 9 | 5(v) | First Aid Allowance | 2.35 | 2.45 |
| 10 | 7(i)(a) | Tool Allowance | 12.00 | 12.35 |
| 11 | 7(i)(b) | Tool Allowance | 12.00 | 12.35 |
| 12 | 8(iii) | Meal Money | 11.45 | 11.85 |
| 13 | 9(i)(c)(2) | Meal Money - when travelling | 9.55 | 9.90 |
| 14 | 9(i)(f) | Caravan- remote allowance | 21.50 | 22.35 |

| | | | | |
|----|--------|--------------------------------------|-------|-------|
| 15 | 9(ii) | Travelling Allowance | | |
| | | 3-10 km | 4.85 | 5.15 |
| | | 10-20 km | 6.20 | 6.60 |
| | | 20-30 km | 7.85 | 8.35 |
| | | 30-40 km | 9.30 | 9.90 |
| | | 40-50 km | 10.80 | 11.50 |
| | | Over 50 km | 12.30 | 13.10 |
| 16 | 9(iv) | Travel Allowance - own motor vehicle | 0.50 | 0.53 |
| 17 | 12(iv) | Travel Allowance - own motor vehicle | 0.50 | 0.53 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 27 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

CEMENT MIXERS AND CONCRETE WORKERS, CENTRAL BATCH PLANTS (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete subclause (ii) of clause 4, Arbitrated Safety Net Adjustment, of the award 12 January 2001 (321 I.G. 546), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|--|--------------------------|------------------------------|--------------------------|
| Grade 1 - Trainee | 544.00 | 20.00 | 564.00 |
| Grade 2 - Plant Assistant | 563.30 | 20.00 | 583.30 |
| Grade 3 - Batching | 593.60 | 20.00 | 613.60 |
| Grade 3(a) - Single Batcher in a manual plant with more than 15 delivery vehicles | 601.00 | 20.00 | 621.00 |
| Grade 3(b) Field Sampling and Testing | 601.60 | 20.00 | 621.60 |
| Grade 4(a) Country Batch Plant Operator in plant with up to 9 delivery vehicles | 607.90 | 20.00 | 627.90 |
| Grade 4(b) Country Batch Plant Operator in plant with more than 9 and up to 15 delivery vehicles | 615.90 | 20.00 | 635.90 |
| Grade 5(a) Allocating plant with up to 9 delivery vehicles | 607.90 | 20.00 | 627.90 |
| Grade 5(b) Allocating Plant with more than 9 and up to 15 delivery vehicles | 615.80 | 20.00 | 635.80 |
| Grade 5(c) Allocating plant with more than 15 delivery vehicles | 621.30 | 20.00 | 641.30 |
| Grade 6(a) Allocating and batching plant with up to 9 delivery vehicles | 615.80 | 20.00 | 635.80 |
| Grade 6(b) Allocating and batching plant with more than 9 and up to 15 delivery vehicles | 621.30 | 20.00 | 641.30 |

| | | | |
|---|--------|-------|--------|
| Grade 6(c) Allocating and batching plant with more than 15 delivery vehicles. | 632.10 | 20.00 | 652.10 |
|---|--------|-------|--------|

Table 2 - Allowances and Other Matters

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|-------------------|--|--------------------|--------------------|
| 1 | 3(ii) | Leading Hands - In Charge of more than 2 and up to and including 5 employees and/or delivery trucks. | 19.15 | 19.90 |
| 2 | 3(ii) | In charge of more than 5 and up to and including 10 employees and/or delivery trucks | 21.30 | 22.15 |
| 3 | 3(ii) | In charge of more than 10 employees and/or delivery vehicles | 29.00 | 30.15 |
| 4 | 3(iii) | Industry Allowance | 21.10 | 21.95 |
| 5 | 16(viii)(a)(2)(B) | Attends work but is not required | 1.40 | 1.45 |
| 6 | 17(iv)(a) | Board and lodging | 369.30 | 377.05 |
| 7 | 17(iv)(b) | Living expenses maximum | 369.30 | 377.05 |
| 8 | 17(vi) | Meal Allowance en route | 10.60 | 10.95 |
| 9 | 17(vi) | Bed Allowance | 53.10 | 54.20 |
| 10 | 19(iii) | First-Aid Allowance | 2.05 | 2.15 |
| 11 | 22(i) | Travel Allowance | 0.73 per km | 0.78 per km |
| 12 | 22(i) | Travel Allowance | 0.73 per km | 0.78 per km |
| 13 | 23(i),(iii) | First Meal | 10.60 | 10.95 |
| 14 | 23(i),(iii) | Subsequent meal | 8.95 | 9.25 |
| 15 | 29(iv) | Laundry Allowance | 9.20 | 9.60 |

"Note": These allowances are contemporary for expense related allowances as at 30th March 2006 and for work related allowances are inclusive of adjustments in accordance with the June 2006 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 3 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

COAL SUPERINTENDING SAMPLERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete clause 7, State Wage Case Adjustments, of the award published 28 September 2001 (328 I.G. 218), 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 2006. These adjustments may be offset against:

- (i) any equivalent overaward payment; 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**

| Item No | Clause No | Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|---------|-----------|-----------------------------|-----------------------|---------------------------|-----------------------|
| 1 | 2 | Trainee Sampler | 503.50 | 20.00 | 523.50 |
| 2 | 2 | Sampler | 626.30 | 20.00 | 646.30 |
| 3 | 2 | Senior Sampler | 650.60 | 20.00 | 670.60 |
| 4 | 2 | Supervising Sampler | 712.30 | 20.00 | 732.30 |
| 5 | 2 | Leading Hand 3-5 (p/hr) | 0.43 | | 0.45 |
| 6 | 2 | Leading Hand 6-10 (p/hr) | 0.62 | | 0.65 |
| 7 | 2 | Leading Hand over 10 (p/hr) | 0.73 | | 0.76 |

Table 2 - Other Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|-----------|-----------------------|-----------------------|-----------------------|
| 1 | 6 | Meal Allowance | 10.15 | 10.50 |
| 2 | 19(iv) | First Aid Allowance | 2.20 day | 2.20 day |
| 3 | 27(i) | Travel Allowance | 4.65 day | 4.95day |
| 4 | 27(ii) | KM Allowance | 0.51 km | 0.54 km |
| 5 | 28 | Living Away Allowance | 58.80 day | 60.00 day |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 31 December 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

CONCRETE PIPE AND CONCRETE PRODUCTS FACTORIES CONSOLIDATED (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete subclause (d) of clause 4, Rates of Pay, of the award published 29 June 2001 (325 I.G. 929), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (A) any equivalent overaward payments; and/or
 - (B) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

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

PART B

MONETARY RATES

Table 1 - Wages

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|----------------|-----------------------|---------------------------|-----------------------|
| Level 1 | 507.40 | 20.00 | 527.40 |
| Level 2 | 511.50 | 20.00 | 531.50 |
| Level 3 | 523.60 | 20.00 | 543.60 |
| Level 4 | 544.50 | 20.00 | 564.50 |
| Level 5 | 578.20 | 20.00 | 598.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|---|--------------------------|--------------------------|
| 1 | 8(viii) | Leading Hands in charge of - 2 employees 3-6 employees more than 6 employees | 14.40 19.05 22.85 | 15.00 19.80 23.75 |
| 2 | 8(i) | Industry allowance (other than the | 14.50 p/wk | 15.10 p/wk |
| 3 | 8(i) | Industry allowance for tile factories | 9.50 p/wk | 9.90 p/wk |
| 4 | 8(ii) | Lumpers of cement/concrete articles | 0.41p/hr | 0.43p/hr |
| 5 | 8(ii) | Preparing/Applying epoxy based materials | 0.57 p/hr | 0.59 p/hr |
| 6 | 8(iii) | Sand blasting | 0.57 p/hr | 0.59 p/hr |
| 7 | 8(iv) | Working in the rain | 0.20 p/hr | 0.21 p/hr |

| | | | | |
|----|------------------------|-------------------------------|-----------------------|------------------------|
| 8 | 8(v) | Bituminous preparations | 0.41 p/hr | 0.43 p/hr |
| 9 | 8(vi) | Slurry work | 1.22 p/day | 1.27 p/day |
| 10 | 8(vii) | Wet money | 1.39 p/day | 1.45 p/day |
| 11 | 12(d) | Meal allowance | 10.40 p/meal | 10.75 p/meal |
| 12 | 24(b) | First-aid | 2.10 p/day | 2.20 p/day |
| 13 | 27(iv)(a) | Country work (7days) | 286.30 p/wk | 292.30 p/wk |
| 14 | 27(iv)(b) | Country work (broken week) | 40.90 p/night | 41.75 p/night |
| 15 | 31(a)(ii) 31(b)(ii) | Clothing Boots | 1.58p/wk 1.99 p/wk | 1.64 p/wk 2.05 p/wk |
| 16 | Appendix 1 | Fork lift Allowance | 4.90 per week | 5.10 per week |
| 17 | 35 | Loss of clothing - maximum of | 535.50 | 556.90 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 27 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

GLASS MAKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete clause 4, Arbitrated Safety Net Adjustment, of the award published 22 June 2001 (325 I.G. 719), and insert in lieu thereof the following:

4. Arbitrated Safety Net Adjustment

The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. 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**

| | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|-------------------|-----------------------|---------------------------|-----------------------|
| Plant Assistant | 509.60 | 20.00 | 529.60 |
| Process Assistant | 515.70 | 20.00 | 535.70 |
| Melt Operator | | | |
| (a) as defined | 521.60 | 20.00 | 541.60 |
| (b) as defined | 535.30 | 20.00 | 555.30 |
| Glass Maker | 547.50 | 20.00 | 567.50 |
| Machine Attendant | | | |
| (a) as defined | 515.70 | 20.00 | 535.70 |
| (b) as defined | 535.30 | 20.00 | 555.30 |
| Ware Maker | 584.70 | 20.00 | 604.70 |
| Ware Handler | 521.60 | 20.00 | 541.60 |
| Mobile Handler | | | |
| (a) as defined | 521.60 | 20.00 | 541.60 |
| (b) as defined | 534.60 | 20.00 | 554.60 |
| Goods Handler | 544.30 | 20.00 | 564.30 |
| Store Attendant | 521.60 | 20.00 | 541.60 |
| Verifier | 533.10 | 20.00 | 553.10 |
| Artisan | 533.10 | 20.00 | 553.10 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|---------------------------------|--------------------------|--------------------------|
| 1 | 3(iii)(a) | Leading Hands | 32.00 | 33.30 |
| | 3(iii)(b) | Section Leader | 15.00 | 15.60 |
| | 3(iii)(c) | Charge Hand | 27.30 | 28.40 |
| 2 | 3(iv) | Casuals Employees | 20% | 20% |
| 3 | 3(v) | Additional Rates - 6months | 12.15 | 12.65 |
| | | - 12 months | 13.25 | 13.80 |
| | | - 18 months | 13.75 | 14.30 |
| 4 | 3(vi) | Metrology | 12.90 | 13.40 |
| 5 | 3(vii) | Settler Down | 15.05 | 15.65 |
| 6 | 5(A) | Soda Ash (p/hr) | 1.27 | 1.32 |
| 7 | 5(B) | Boiler firing (p/hr) | 0.70 | 0.73 |
| 8 | 5(C) | Raw Materials (p/hr) | 0.47 | 0.49 |
| 9 | 5(D) | Skimming and floater set (p/hr) | 1.82 | 1.89 |
| 10 | 5(E) | Furnace Repair (p/hr) | 9.92 | 10.30 |
| 11 | 5(I) | Jack Bolt Tensioner (p/hr) | 5.37 | 5.58 |
| 12 | 5(G) | Loading/ Unloading (p/hr) | 5.37 | 5.58 |
| 13 | 15j | Meal Allowance | 10.50 | 10.85 |
| 14 | 23 | Motor Vehicle Allowance p/km | 0.51 | 0.54 |
| 15 | 24 | First-aid p/shift | 2.55 | 2.65 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustment in accordance with the June 2006 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 27 October 2006.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

LANDSCAPE GARDENERS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

3 October 2006

VARIATION

1. Delete subclause (vii) of clause 2, Rates of Pay, of the award published 25 May 2001 (324 I.G. 1275), and insert in lieu thereof the following:
 - (vii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (i) any equivalent overaward payment; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | SWC 2005 Amount \$ | SWC 2006 Adjustment \$ | SWC 2006 Amount \$ |
|--|--------------------------|------------------------------|--------------------------|
| Landscape Gardener (100%) | 578.20 | 20.00 | 598.20 |
| Landscape Gardener (Assistant Tradesperson) (92%) | 542.80 | 20.00 | 562.80 |
| Labourer (83%) | 505.30 | 20.00 | 525.30 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|---------|-----------|------------------------|--------------------------|--------------------------|
| 1 | 2(ii) | Leading Hand Allowance | 17.00 | 17.70 |
| 2 | 6(I) | Meal Allowance | 11.20 | 11.60 |
| 3 | 9 | First Aid Allowance | 10.40 | 10.80 |
| 4 | 13(iv)(a) | Country Work Allowance | 340.20 | 347.35 |
| 5 | 13(vi) | Travelling Allowance: | | |
| | | Meals | 11.20 | 11.60 |
| | | Accommodation | 49.65 | 50.70 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustments in accordance with the June 2006 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

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

D.W. RITCHIE, Commissioner

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(347)

SERIAL C5260

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete subclause (viii) of clause 3, Wages, of the award published 4 May 2001 (324 I.G. 540), and insert in lieu thereof the following:
 - (viii) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (A) any equivalent overaward payment; and/or
 - (B) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

| Classification | SWC 2005 Base Rate per week \$ | SWC 2006 Adjustment \$ | SWC 2006 Base Rate per week \$ | SWC 2006 Rate per Hour \$ |
|--------------------|---|------------------------------|---|------------------------------------|
| Landscape Gardener | 578.30 | 20.00 | 598.30 | 17.70 |
| Labourer | 546.70 | 20.00 | 566.70 | 16.83 |

Table 2 - Other Rates and Allowances

| Item. No | Clause No | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|-----------|---|--------------------------|--------------------------|
| 1 | 3(ii) | Leading Hands Allowance - Loaded hourly rate | | |
| | | In charge of not more than one person | 14.05 (0.37) | 14.60 (0.38) |
| | | In charge of two and not more than five persons | 30.70 (0.81) | 31.90 (0.84) |
| | | In charge of six and not more than ten persons | 39.15 (1.03) | 40.70 (1.07) |
| | | In charge of over ten persons | 52.00 (1.37) | 54.10 (1.42) |

| | | | | |
|----|-------------|--|-----------|-----------|
| 2 | 3(iii) | Landscape Gardeners' Tool Allowance | 22.50 | 23.15 |
| 3 | 3(iv) | Disabilities Allowance | 21.50 | 22.35 |
| 4 | 3(v) | Travel Pattern Loading | 7.90 p.w. | 8.20 p.w. |
| 5 | 3(vii) | Sick Leave Payment | 0.6237 | 0.6486 |
| 6 | 5(i) | Fares and Travelling Time Allowance | 13.30 | 13.30 |
| 7 | 5(i) | Excess fares - where transport provided to and from a point at not more than 3.2 km from the employee's residence | 5.10 | 5.10 |
| 8 | 5(ii) | Wet Places and Slurry Allowances - | | |
| | 5(ii)(a)(1) | Employees working in wet places | 0.49 | 0.51 |
| | 5(ii)(a)(3) | Employees required to work in water to a depth of: | | |
| | (A)(B) | - over 45.7 cm | 3.28 | 3.41 |
| | | - over 91.4 cm | 3.97 | 4.13 |
| | 5(ii)(b) | Employees working in slurry | 0.49 | 0.51 |
| 9 | 5(iii) | Confined Spaces Allowance | 0.61 | 0.63 |
| 10 | 5(iv) | Distant Places Allowance - Working in | | |
| | (a) | Districts west and north of an excluding State Highway No. 17 from Tocumwal to Gilgandra, State Highway No. 11 to Tamworth, Yetman, Boggabilla etc | 1.04/day | 1.08/day |
| | | Western Division of the State | 1.71/day | 1.78/day |
| | (b) | Area bounded by Snowy River to Dalgety, Berridale, Adaminable, Blowering, Walaregang and on to the Murray River | 1.71/day | 1.78/day |
| 11 | 5(v) | Height money allowance | 0.49/hr | 0.51/hr |
| 12 | 5(vi) | Employees lifting other than standard bricks - | | |
| | | Where the blocks weigh over 5.5 kg and under 9 kg | 0.49 | 0.51 |
| | | 9 kg or over and up to 18 kg | 0.89 | 0.93 |
| | | 18 kg | 1.25 | 1.30 |
| 13 | 5(vii) | Cleaning Down Brickwork Allowance | 0.44 | 0.46 |
| 14 | 5(viii) | Kosciusko National Park - Site Allowance | 2.03 | 2.11 |
| 15 | 14 | Meal Allowance - | | |
| | | After working one and a half hours overtime | 10.50 | 10.85 |
| | | After the completion of each four hours on continuous overtime | 8.75 | 9.05 |
| 16 | 20(iv)(a) | Distant Work Allowance (seven days) | 380.60 | 388.60 |
| | (b) | | | |
| | (c)(i) | Broken parts of the week | 40.70 | 43.35 |
| 17 | 20(vi) | Meal whilst travelling | 10.50 | 10.85 |
| 18 | 20(vi) | Bed Allowance whilst travelling | 54.15 | 55.30 |
| 19 | 21(b) | First-Aid allowance | 2.19 | 2.28 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2006, other than Items 6 and 7 which are adjusted in accordance with the NBCIA, and for work related allowances are inclusive of adjustments in accordance with the June 2006 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

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

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

CEMENT INDUSTRY (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3164 of 2006)

Before Commissioner Ritchie

27 October 2006

VARIATION

1. Delete subclause (iv) of clause 4, Rates of Pay, of the award published 19 November 2004 (347 I.G. 348), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 - Rates of Pay**

| A. Quarries | |
|---|--------------------------------------|
| | Rates per week (Inc. SWC 2006) \$ |
| Drill Operator | 534.10 |
| Shot Firer | 534.10 |
| Crushing and Conveyor Plant Attendant - | 541.40 |
| Labourer - Building Trades; Greaser; Fettler | 524.70 |
| Plantperson (crushing and conveying) | 529.70 |
| Operator of rear, bottom or side dumps with carrying capacity of: | |
| Up to 20 tonnes | 558.90 |
| Over 20 and up to 40 tonnes | 569.80 |
| Over 40 and up to 70 tonnes | 579.70 |
| Over 70 tonnes | |
| B. Materials Receiving, Raw Milling, Kilns and Cement Mills | |
| | \$ |
| Burner | 560.90 |
| Cement Miller | 539.00 |
| Plant Attendant | 531.90 |
| | |

| | |
|--|-------------------|
| C. Laboratory | |
| | \$ |
| Mechanical Tester | 544.30 |
| Process Tester | 547.00 |
| General Tester | 525.90 |
| D. Despatch | |
| | \$ |
| Despatch Section Attendant | 541.10 |
| Bulk Loader Stock House Attendant | 534.00 |
| E. General | |
| | Rate of Pay \$ |
| Labourer - Building trades; Fettler; Jackhammer operator | 524.70 |
| Vacuum Plant Operator | 529.50 |
| Operator - Mechanical Road Sweeper; Dump Car Operator | 527.50 |
| Mechanical Sweeper Operator | 522.70 |
| Storeperson | 534.00 |
| Greaser - Planned Maintenance (Portland) | 525.90 |
| Brush Hand; Gardener | 528.70 |
| Amenities Block Attendant | 525.70 |
| Cleaner; Greaser; General Labourer | 522.50 |
| Tractor Driver - 26KW | 530.90 |
| Forklift Operator | 541.10 |
| Driver of a vehicle with a carrying capacity of: | |
| Up to 2 tonnes | 529.50 |
| Over 2 tonnes and up to 3 tonnes | 533.40 |
| For each additional tonne up to 8 tonnes | 0.864 |
| For each additional tonne over 8 and up to 10 tonnes | 0.697 |
| For each additional tonne over 10 and up to 12 tonnes | 0.521 |
| NOTE: Motor lorry driver whilst engaged in driving work outside the works (not including ash dumping) shall be paid at the minimum rates prescribed by the Transport Industry (State) Award, in force from time to time. | |
| F. Engine Drivers, Plant Operators, etc. | |
| Rubber Tyre Tractor - Power Operated Attachment to 37KW | 535.60 |
| Front End Loader Driver - Relief Operator | 540.90 540.50 |
| G. Maintenance | |
| Boilermaker, Fitter, Machinist 1st Class, Motor Mechanic, Turner | 588.10 |
| Mechanical Tradesperson - Special Class | 624.20 |
| Welder - Special Class | 593.60 |
| 1st Class | 588.10 |
| Electrical Fitter | 636.80 |
| Electrical Mechanic | 636.80 |
| Electronic Instrument Fitter | 656.10 |
| Electronic Tradesperson | 703.60 |
| Electrician's Assistant | 560.70 |
| Rigger and/or Splicer | 563.20 |
| Dogperson and/or Crane Chaser | 541.10 |
| Dogperson and/or Crane Chaser - Mobile Equipment | 554.40 |
| Belperson/Greaser | 544.80 |
| Belt Repairer | 559.30 |
| Tradesperson's Assistant | 535.60 |
| Mobile Crane Driver - 5 to 10 tonnes | 558.20 |

| | |
|------------|--------|
| Bricklayer | 590.20 |
| Carpenter | 590.20 |
| Painter | 590.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2005 Amount \$ | SWC 2006 Amount \$ |
|----------|------------|--|------------------------------|------------------------------|
| 1 | 4(ii) "A" | Electrical Tradesperson | 29.70/wk | 30.90/wk |
| 2 | 4(ii) "B" | Possessing the NSW Electrical Mechanic's Licence | 16.00/wk | 16.65/wk |
| 3 | 4(iii) | Tool Allowance | Per Week | Per Week |
| 4 | | Bricklayer | 11.90 | 12.25 |
| 5 | | Carpenter or Plumber | 16.70 | 17.20 |
| 6 | | Painter or Signwriter | 16.70 | 17.20 |
| | | Electrical or Metal Tradesperson | 12.45 | 12.80 |
| 7 | 4(iii)I | Leading Hands | Per Week | Per Week |
| 8 | | In charge of 1-5 employees | 21.85 | 22.70 |
| 9 | | In charge of 6-15 employees | 31.55 | 32.80 |
| | | In charge of 16 or more employees | 41.25 | 42.90 |
| 10 | 4J | Disability Allowance | 40.05/Wk | 41.65/Wk |
| 11 | 5(ii) | First aid allowance | 2.15/day | 2.25/day |
| 12 | 5(iii) | Cleaning/repair of roofs & working in precipitator | 0.74/hr | 0.77/hr |
| 13 | 5(iv) | Use of explosive powered tools | 0.97/hr | 1.01/hr |
| 14 | 5(v) | Assist in alteration/repair to kilns/refractory work | 1.53/hr | 1.59/hr |
| 15 | 5(vi) | Preparation/application to epoxy based materials | 0.57/hr | 0.59/hr |
| 16 | 5(vi) | In building when air-conditioning plant is not working | Additional 0.35/hr | Additional 0.36/hr |
| 17 | 5(vi) | In close proximity to employees so engaged | 0.42/hr | 0.44/hr |
| 18 | 5(vii) | Spray painting in other than a properly constructed booth | 0.42/hr | 0.44/hr |
| 19 | 5(viii) | Employed upon any chokage (oil); required to open up soil/waste/drain pipe or scupper conveying offensive material | 4.95 per day or part thereof | 5.15 per day or part thereof |
| 20 | 5(ix) | Electrical Tradesperson - fault finding, repair, testing at component level | 4.50/day | 4.70/day |
| 21 | 5(xi) | Barring down quarry face on rope | 3.20/day | 3.30/day |
| 22 | 23(i) | Meal Money (notified) | | |
| | | Work overtime for more than two hours | 10.30 | 10.65 |
| 23 | 23(I) | Work extends into second or subsequent break | 10.30 | 10.65 |

NOTE: These allowances are contemporary for expense related allowances as at 30 March 2006 and for work related allowances are inclusive of adjustments in accordance with the June 2006 State Wage Case decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 27th October 2006.

D.W. RITCHIE, Commissioner

(131)

SERIAL C5229**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 2838 of 2006)

Before The Honourable Justice Schmidt

4 August 2006

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 2006. 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 4 August 2006.

- (i) Adults

| Grade | Weekly Rate Pre SWC 2006 \$ | SWC 2006 \$ | Weekly Rate \$ |
|-------|-----------------------------------|-------------------|----------------------|
| 1 | 523.60 | 20.00 | 543.60 |
| 2 | 542.80 | 20.00 | 562.80 |
| 3 | 578.20 | 20.00 | 598.20 |

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 | 10.55 10.55 |
| 2 | 9(iii) | Casual Employees' Loadings for Certain Ordinary Hours (a) For engagements up to and including four hours (any length of engagement for Special and Confection Shops) Adult males and adult females Employees under 21 years of age | 6.05 4.00 |

| | | | |
|---|---------|---|--|
| | | (b) For engagements exceeding four hours (general shops only) Adult males and adult females Employees under 21 years of age | 12.30 6.80 |
| 3 | 10 (iv) | First-aid attendant | 1.60 |
| 4 | 10(v) | Extra language spoken | 8.15 |
| 5 | 19 | Meal Allowance Meal allowance/Sunday beyond 1 pm Meal allowances/late trading night | 10.55 10.55 |
| 6 | 35 (ii) | Vehicle Allowances Bicycle Motorcycle Motor car - up to 2,000cc Motor car - up to 2,000 cc and over | 10.60 per week 31.70 per week 110.30 per week 131.45 per week |
| 7 | 35(ii) | Occasional Use of Own Car for Business up to 2,000cc 2,000 cc and over | 0.51 per km 0.55 per km |
| 8 | 35(iii) | Laundry Allowance Part-time and casual Maximum payment Articles made of nylon or similar material Part-time and casual Maximum payment | 8.90 3.00 8.90 5.37 1.76 5.37 |

3. This variation shall take effect from the first full pay period to commence on or after 4 August 2006.

M. SCHMIDT J.

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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 2838 of 2006)

Before The Honourable Justice Schmidt

4 August 2006

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 2006. 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 2006 per annum \$ | Total Rate per annum \$ |
|-----------------|----------------------------------|--|-------------------------------|
| Graduate-at-Law | 26,364.30 | 1,044.00 (\$20.00 per week x 52.2weeks) | 27,408.30 |

3. This variation shall take effect from the first full pay period to commence on or after 10 August 2006.

M. SCHMIDT J.

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STOREMEN AND PACKERS, GENERAL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 3247 of 2006)

Before The Honourable Justice Kavanagh

13 October 2006

VARIATION

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

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:

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

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

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

| Classification | Former Award Rates (Per Week) 6 October 2005 \$ | Minimum Award Wage Rates (Per Week) 11 October 2006 \$ |
|---------------------------|--|---|
| Storeman & Packer Level 1 | 523.70 | 543.70 |
| Storeman & Packer Level 2 | 538.70 | 558.70 |
| Storeman & Packer Level 3 | 544.50 | 564.50 |
| Storeman & Packer Level 4 | 563.30 | 583.30 |
| Storeman & Packer Level 5 | 578.20 | 598.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Description | Amount \$ |
|----------|------------|--|------------------|
| 1 | 10(iii) | In charge - | |
| 2 | | 1-5 | 17.20 per week |
| 3 | | 6-10 | 25.90 per week |
| 4 | | 11-15 | 35.40 per week |
| 5 | 10(v) | over 15 | 44.45 per week |
| 6 | 10(v) | Single employee | 13.72 per week |
| 7 | 10(vi)(a) | Operates fork lift | 0.68 per hour |
| 8 | 10(vi)(b) | Operates mobile crane | 0.83 per hour |
| 9 | 10(vii) | Not to exceed | 0.83 per hour |
| 10 | 10(viii) | In iron yards, etc. handling various materials | 5.78 per week |
| | | Packing crockery etc. | 13.10 additional |

| | | | |
|----|-----------|------------------------------|---------------------|
| 11 | 10(ix) | Blending of honey | 14.24 additional |
| 12 | 10(x) | Reclaiming waste butter | 14.24 additional |
| 13 | 10(xi) | Carrying bagged stuff etc | |
| | | Exceeding 68.04 kg | 0.43 per hour |
| 14 | | Exceeding 81.65 kg | 0.49 per hour |
| 15 | 18 | Overtime - more than 1 hour | 10.30 per meal |
| 16 | | Notified and not called upon | 10.30 per meal |
| 17 | 19(i) | Dirty work | 0.44 per hour extra |
| 18 | 19(ii) | Hot places - | |
| | | Between 46 and 54.4o Celsius | 0.44 per hour extra |
| 19 | | Exceeds 54.4o Celsius | 0.59 per hour extra |
| 20 | 19(iii) | Wet places | 0.44 per hour extra |
| 21 | 20(i) (a) | Obnoxious materials | 81 per hour extra |
| | (b) | Other obnoxious materials | 69 per hour extra |
| 22 | 21(iii) | Use of own vehicle | 68 per km |
| 23 | 22 | First-aid | 2.08 per day |

3. This variation shall take effect from the first pay period commencing on or after 11 October 2006.

T. M. KAVANAGH J

Printed by the authority of the Industrial Registrar.

ICE CREAM CARTERS AND VAN SALESPERSONS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

VARIATION

1. Delete clause 31, Arbitrated Safety Net Adjustments, of the award published 8 December 2000 (320 I.G. 1114) and insert in lieu thereof the following:

31. Arbitrated Safety Net Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:

- 31.1 any equivalent over award payments, and/or
 - 31.2 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 - Rates of Pay

| Classification | Former Total Wage Rate Per Week \$ | State Wage Case 2006 \$ | New Wage Rate Per Week \$ |
|---------------------------|--|-------------------------------|---------------------------------|
| Van Salesperson on rounds | 562.70 | 20.00 | 582.70 |
| Motor Wagon Driver | 557.60 | 20.00 | 577.60 |
| Checker/Loader | 530.10 | 20.00 | 550.10 |
| Checker | 529.20 | 20.00 | 549.20 |
| General Hand | 510.30 | 20.00 | 530.30 |
| Junior Assistants | Former Rate | (SWC 4%) | New Rate |
| Under 17 years of age | 203.75 | 4% | 211.90 |
| At 17 years of age | 249.94 | 4% | 259.94 |
| At 18 years of age | 305.31 | 4% | 317.52 |
| At 19 years of age | 353.29 | 4% | 367.42 |
| At 20 years of age | 437.33 | 4% | 454.82 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Former Amount \$ | New Amount (SWC 2006 - 4%) \$ |
|----------|------------|---|---------------------|--|
| 1 | 9.1.2 (1) | Semi-trailer with single axle | 29.56 | 30.74 |
| | 9.1.2 (2) | Semi-trailer with two axle | 37.60 | 39.10 |
| | 9.1.2 (3) | Semi-trailer with more than two axles | 44.33 | 46.10 |
| 2 | 9.3.1 | Junior employee- required to drive vehicle from time to time with Class 1 driving licence | 29.42 | 30.60 |
| 3* | 10.4 | Meal Allowance | 10.70 | 11.05 |
| 4 | 11.1 | Morning shift | 8.87 | 9.22 |
| | | Afternoon shift | 11.62 | 12.08 |
| | | Night shift | 14.64 | 15.23 |
| | | Permanent afternoon shift or permanent night shift | 3.89 | 4.05 |
| 5* | 29.1 | Laundry Allowance | 6.40 | 6.55 |

* item 3 increased by 3.4% as per CPI to Sept 05- Sept 06, Take Meals Out & Take Away Foods.

* item 5 increased by 2.4% as per CPI Sept 05 - Sept 06, Household Content and Services.

3. This variation shall operate from the first pay period commencing on or after 30 December 2006.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

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 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

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 2006. 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

(a) Wages (Division A - General Rates)

| Classification | Former Wage Rate per week \$ | 2006 SWC Adjustment \$ | New Wage Rate per week \$ |
|---|------------------------------------|------------------------------|---------------------------------|
| Transport Worker Grade One | 531.40 | 20.00 | 551.40 |
| Transport Worker Grade Two | 545.00 | 20.00 | 565.00 |
| Transport Worker Grade Three | 554.40 | 20.00 | 574.40 |
| Transport Worker Grade Four | 562.60 | 20.00 | 582.60 |
| Transport Worker Grade Five | 585.70 | 20.00 | 605.70 |
| Transport Worker Grade Six | 591.00 | 20.00 | 611.00 |
| Transport Worker Grade Seven | 607.40 | 20.00 | 627.40 |
| Transport Worker Grade Eight | 637.90 | 20.00 | 657.90 |
| Chauffeurs/drivers of vehicles used for the purpose of carrying persons | 535.50 | 20.00 | 555.50 |

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 | Clause | Brief Description | Former Amount \$ | New Amount (+4.0%, 2006 SWC) \$ |
|------|--------|--|---------------------|---------------------------------------|
| 1 | 7.2.1 | Driver Agitator Trucks (per hour) | 0.47 | 0.49 |
| 2 | 7.2.1 | Maximum payment agitator trucks (per week) | 18.40 | 19.14 |
| 3 | 7.2.4 | Delivery/placement of concrete rate (per hour) | 1.52 | 1.58 |

Table 3 - Allowances

Division C - Extra Payments

| Item | Clause | Brief Description | Former Amount \$ | New Amount [+4.0%, 2006 SWC] \$ |
|------|-----------|--|---------------------|---------------------------------------|
| 1 | 7.3.1 | Leading hands (per week) | 28.90 | 30.06 |
| 2 | 7.3.2 | Collecting butchers bones, fat, etc. (per week) | 5.98 | 6.22 |
| 3 | 7.3.3 | Extra horses (per horse, per week) | 15.04 | 15.64 |
| 4 | 7.3.4 | RTA employees attending compressors (per day or part thereof) | 4.24 | 4.41 |
| 5 | 7.3.5 | Working in forests (per week) | 18.85 | 19.60 |
| 6 | 7.3.6.1.1 | Long/wide loads (per hr or part thereof) | 1.50 | 1.56 |
| 7 | 7.3.6.1.1 | Long/wide loads - minimum payment (per day) | 5.98 | 6.22 |
| 8 | 7.3.6.1.2 | Long/wide loads (per hr or part thereof) | 2.80 | 2.91 |
| 9 | 7.3.6.1.2 | Long/wide loads minimum payment (per day) | 11.25 | 11.70 |
| 10 | 7.3.6.2 | Rear-end steering (per hr or part thereof) | 4.15 | 4.32 |
| 11 | 7.3.6.2 | Rear-end steering minimum payment (per day) | 16.40 | 17.06 |
| 12 | 7.3.7 | HIAB cranes, etc. (per week) | 25.57 | 26.59 |
| 13 | 7.3.8 | Removal and delivery of furniture etc. (per day or part thereof) | 4.80 | 4.99 |
| 14 | 7.3.9 | Handling of diapers - weekly employees (per week) | 2.00 | 2.08 |
| 15 | 7.3.9 | Handling of diapers casual employees (per day) | 0.40 | 0.42 |

Table 4 - Other Work-Related Allowances

| Item No. | Clause No. | Brief Description | Former Amount \$ | New Amount [+4.0%, 2006 SWC] \$ |
|----------|------------|--|---------------------|---------------------------------------|
| 1 | 19 | Collecting moneys - \$30 - \$150 (per week) | 4.54 | 4.72 |
| 2 | 19 | Collecting moneys - \$150- \$250 (per week) | 6.40 | 6.66 |
| 3 | 19 | Collecting moneys - \$250 - \$400 (per week) | 9.17 | 9.54 |
| 4 | 19 | Collecting moneys - \$400- \$600 (per week) | 13.44 | 13.98 |

| | | | | |
|----|--------|--|-------|-------|
| 5 | 19 | Collecting moneys - over \$600 (per week) | 17.84 | 18.55 |
| 6 | 20 | Carrying money - on the level (per tonne) | 0.89 | 0.93 |
| 7 | 20 | Carrying money - upstairs (per tonne) | 1.32 | 1.37 |
| 8 | 21 | Carrying salt (per hour or part thereof) | 0.89 | 0.93 |
| 9 | 22.1.1 | Obnoxious materials - soda ash, etc. (per hour or part thereof) | 0.79 | 0.82 |
| 10 | 22.1.2 | Obnoxious materials - oxides (per hour or part thereof) | 0.65 | 0.68 |
| 11 | 22.2 | Obnoxious materials - loading and unloading (per hour or part thereof) | 0.79 | 0.82 |
| 12 | 22.3 | Obnoxious materials - transportation (per hour or part thereof) | 0.43 | 0.45 |
| 13 | 22.7 | Obnoxious materials - blast furnaces, etc. (per hour or part thereof) | 0.67 | 0.70 |
| 14 | 42.1 | First aid (per day) | 1.95 | 2.03 |

Table 5 - Reimbursement - Type Allowances

| Item | Clause | Brief Description | Former Amount \$ | New Amount [+3.9% SWC] \$ |
|------|--------|------------------------------------|---------------------|---------------------------------|
| 1 | 23.4.3 | Overnight expenses (per day) | 37.20 | 38.95 |
| 2 | 23.5 | Weekend/holiday expenses (per day) | 34.55 | 36.15 |
| 3 | 23.7 | Camping out - weekly (per week) | 80.25 | 84.00 |
| 4 | 23.7 | Camping out - daily (per day) | 11.65 | 12.20 |
| 5 | 24 | Garaging (per week) | 18.95 | 19.80 |
| 6 | 18.2.1 | Meals | 10.45 | 10.80 |

* items have been increased as per CPI to Sept 06.

Table 6 - Long Distance Rate

Long Distance Kilometre Rate

| Old Rate - cents/km | New Rate - cents/km |
|---------------------|---------------------|
| 27.37 | 28.27 |

3. This variation shall operate from the first pay period commencing on or after 29 November 2006.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

VARIATION

1. Delete subclause (i) of clause 2, State Wage Case Adjustments, of the award published 30 November 2001 (329 I.G. 1084) and insert in lieu thereof the following:
 - (i) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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:

Table 1 - Wages

| Classification | Former Rate per week \$ | SWC 2006 \$ | Total Rate per Week \$ |
|---|-------------------------------|-------------------|------------------------------|
| Division A: Production Section | | | |
| Production Assistant | 522.90 | 20.00 | 542.90 |
| Plant Operator Grade 1 | 532.40 | 20.00 | 552.40 |
| Plant Operator Grade 2 | 545.50 | 20.00 | 565.50 |
| Plant operator Grade 3 | 564.70 | 20.00 | 584.70 |
| Division B: Transport Section | | | |
| Milk Carter on rounds | 561.20 | 20.00 | 581.20 |
| Relief milk carter | 563.70 | 20.00 | 583.70 |
| Relief motor wagon driver | 570.90 | 20.00 | 590.90 |
| Fork lift driver | 561.10 | 20.00 | 581.10 |
| Tanker driver- 15,911 litres capacity or more | 591.40 | 20.00 | 611.40 |
| Tanker driver grader: | | | |
| Under 15,911 litres capacity | 579.40 | 20.00 | 599.40 |
| From 15,911 litres capacity | 594.30 | 20.00 | 614.30 |
| Drivers of motor wagons having a manufacturer's gross vehicle mass in tonnes: | | | |
| Up to 13,948 | 570.60 | 20.00 | 590.60 |
| Over 13,948 and up to 15,468 | 572.40 | 20.00 | 592.40 |
| Over 15,468 and up to 16,919 | 573.50 | 20.00 | 593.50 |
| Over 16,919 and up to 18,371 | 576.50 | 20.00 | 596.50 |
| Over 18,371 and up to 19,731 | 578.00 | 20.00 | 598.00 |
| Over 19,731 and up to 21,092 | 578.90 | 20.00 | 598.90 |
| Over 21,092 and up to 22,453 | 580.90 | 20.00 | 600.90 |
| The minimum rate of wages for milk carters' assistants and boys on carts: | | (+4%, SWC 2006) | |

| | | | |
|---|--------|-----------------|--------|
| Under 18 years of age | 299.00 | 11.96 | 310.95 |
| At 18 and under 19 years | 366.90 | 14.68 | 381.60 |
| At 19 and under 20 years | 406.50 | 16.26 | 422.75 |
| At 20 and under 21 years | 427.95 | 17.12 | 445.05 |
| The minimum rates of wages for an employee washing and filling bottles and all work in connection therewith and a junior laboratory employee: | | (+4%, SWC 2006) | |
| Under 18 years of age | 310.35 | 12.41 | 322.75 |
| At 18 and under 19 years | 357.45 | 14.30 | 371.75 |
| At 19 and under 20 years | 410.30 | 16.41 | 426.70 |
| At 20 and under 21 years | 459.40 | 18.38 | 477.80 |

Table 2 - Other Rates And Allowances

| Item No. | Clause No. | Brief Description | Former Amount | New Amount |
|----------|------------|---|---------------|----------------------|
| | | | Per week | Per week |
| | | | \$ | [+4% SWC 2006] \$ |
| 1 | 6(i) | For drivers where the semi-trailer has: | | |
| | | A single axle | 32.35 | 33.65 |
| | | Two axles | 39.75 | 41.35 |
| | | More than two axles | 46.40 | 48.25 |
| 2 | 6(iv) | Leading Hands: | | |
| | | In charge of more than 2 but not more than 10 employees | 19.85 | 20.65 |
| | | In charge of more than 10 employees | 25.30 | 26.30 |
| 3 | 6(v) | Charge Hands (per day) | 5.45 | 5.65 |
| 4 | 6(vii) | First aid allowance (Per Week) | 12.55 | 13.05 |
| 5 | 6(viii) | Forklift drivers engaged in the loading and/or unloading of trailers (per week) | 6.80 | 7.05 |
| 6 | 6(ix) | Any employee in a Production Section classification required to move Vendors' vehicles (per day) | 2.80 | 2.90 |
| 7 | 6(x) | Any employee in a Production Section who possesses a TAFE Advanced Certificate or Associate Diploma | 16.75 | 17.40 |
| 8 | 6(xi) | Employees of Dairy Farmers Cooperative Ltd working in Cargon Vendor Distribution Depots in cold temperatures between 1 degree Celsius and 7 degrees Celsius (per hour) | 0.46 | 0.48 |
| 9 | 6(xii) | Employees of Dairy Farmers Co-Operative Ltd working their entire shift within a fully enclosed refrigerated warehouse or depot where temperatures are below 5 degrees C | 0.46 | 0.48 |
| 10 | 8(i) | Shift Allowance: | | |
| | | (a) morning shift (per shift) | 8.85 | 9.20 |
| | | (b) afternoon shift (per shift) | 11.65 | 12.10 |
| | | (c) night shift (per shift) | 14.75 | 15.35 |
| | | (d) permanent afternoon shift or permanent night shift (per shift) | 3.15 | 3.30 |
| 11 | 11(ii)(b) | Overtime- meal allowance* | 10.45 | 10.80 |
| 12 | 18(iii) | Laundry Allowance* | 5.25 | 5.40 |

* item 11 increased by 3.4% as per CPI Sept 05- Sept 2006, Take Meals Out & Take Away Foods

* item 12 increased by 2.4% as per CPI Sept 05 - Sept 06, Household Content and Services.

3. This variation shall take effect from the first full pay period to commence on or after 29 November 2006.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - QUARRIED MATERIALS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

VARIATION

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

3. Arbitrated Safety Net Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:

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

PART B

MONETARY RATES

Table 1 - Wages

| Classification | Former Wage Rate \$ | State Wage Case 2006 \$ | New Wage Rate Per Week \$ |
|--|------------------------|----------------------------|---------------------------------|
| Transport Worker Grade 1 | 566.00 | 20.00 | 586.00 |
| Transport Worker Grade 2 Basic Standard | | | |
| Vehicle Class 1 | 569.00 | 20.00 | 589.00 |
| Vehicle Class 2 | 573.10 | 20.00 | 593.10 |
| Vehicle Class 3 | 581.80 | 20.00 | 601.80 |
| Vehicle Class 4 | 603.80 | 20.00 | 623.80 |
| Vehicle Class 5 | 608.90 | 20.00 | 628.90 |
| Certified Standard | | | |
| Vehicle Class 1 | 578.70 | 20.00 | 598.70 |
| Vehicle Class 2 | 582.80 | 20.00 | 602.80 |
| Vehicle Class 3 | 589.50 | 20.00 | 609.50 |
| Vehicle Class 4 | 611.50 | 20.00 | 631.50 |
| Vehicle Class 5 | 616.60 | 20.00 | 636.60 |
| Advanced Standard | | | |
| Vehicle Class 4 | 619.20 | 20.00 | 639.20 |
| Vehicle Class 5 | 622.30 | 20.00 | 642.30 |
| Transport Worker Grade 3 | 686.90 | 20.00 | 706.90 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Former amount \$ | New Amount [+4%, SWC 06] \$ |
|----------|------------|--|------------------|-----------------------------|
| 1 | 7.2 | For every 2 tonnes or part thereof added to the aggregate mass | 10.75 | 11.18 |
| 2 | 11.2 | Quick shift change allowance | 9.95 | 10.35 |
| 3 | 19.4 (c) | Travelling/Living allowance without itemised expense list (per day)* | 37.20 | 38.95 |
| 4 | 19.5 | Weekend and/or Public Holiday away from home (per day)* | 34.55 | 36.15 |
| 5 | 19.9 | Allowance to compensate for lack of public transport (per day)* | 2.50 | 2.60 |
| 6 | 18.2 | Meal allowance (notification not given)* | 10.45 | 10.80 |
| 7 | 18.2 | Meal allowance notification (given and then cancelled)* | 10.45 | 10.80 |
| 8 | 36.1 | First aid allowance (per day) | 1.91 | 1.99 |

* Items adjusted as per CPI to Sept 06.

3. This variation shall operate from the first pay period commencing on or after 29 November 2006.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - RETAIL (STATE) AWARD 1999

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

VARIATION

1. Delete clause 4, Arbitrated Award Safety Nets and Further Claims, of the award published 15 September 2000 (318 I.G. 806), and insert in lieu thereof the following:

4. Arbitrated Award Safety Nets and Further Claims

The rates of pay in this award include the adjustments payable under the State Wage Case 2006. 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 (Division A - General Rates)**

| Classification | Former Rate (per week) \$ | State Wage Case Adjustment 2006 \$ | New Rate (per week) \$ |
|------------------------------|---------------------------------|--|------------------------------|
| Transport Worker Grade One | 539.40 | 20.00 | 559.40 |
| Transport Worker Grade Two | 553.00 | 20.00 | 573.00 |
| Transport Worker Grade Three | 562.40 | 20.00 | 582.40 |
| Transport Worker Grade Four | 570.60 | 20.00 | 590.60 |
| Transport Worker Grade Five | 593.70 | 20.00 | 613.70 |
| Transport Worker Grade Six | 599.00 | 20.00 | 619.00 |
| Transport Worker Grade Seven | 615.40 | 20.00 | 635.40 |
| Transport Worker Grade Eight | 645.90 | 20.00 | 665.90 |
| Transport Worker Grade Nine | 570.90 | 20.00 | 590.90 |

Table 2 - Allowances

| Item | Clause | Description | Former Rate \$ | New Rate [+4% SWC 2006] \$ |
|------|--------|---|-------------------|----------------------------------|
| 1 | 9 | Driving more than one horse (per horse) | 15.30 | 15.91 |
| 2 | 9 | Removal and delivery of furniture, etc. (per day or part thereof) | 4.80 | 4.99 |
| 3 | 9 | Wharves and railway yards (per day or part thereof) | 4.80 | 4.99 |

Table 3 - Wages (Clause 14 - Juniors)

| Item | Clause | Age | Percentage of Transport Worker Grade One or Two % |
|------|--------|--------------------|---|
| 1 | 12 | At 18 years of age | 75 |
| | 12 | At 19 years of age | 85 |
| | 12 | At 20 years of age | 90 |

Table 4 - Additional Payments and Allowances

| Item | Clause | Description | Rate \$ | New rate [+4% SWC06] \$ |
|------|----------------|---|------------|-------------------------------|
| 1 | 13(a) | Amount collected per week More than \$30 but not more than \$150 (per week) | 4.58 | 4.76 |
| 2 | | More than \$150 but not more than \$250 (per week) | 6.50 | 6.76 |
| 3 | | More than \$250 but not more than \$400 (per week) | 9.38 | 9.76 |
| 4 | | More than \$400 but not more than \$600 (per week) | 13.70 | 14.25 |
| 5 | | More than \$600 (per week) | 18.13 | 18.86 |
| 6 | 13(b)(iv)(c) | Travelling and living away expenses (per day)* | 34.35 | 35.95 |
| 7 | 13(b)(v) | Weekend / Holiday Expenses (per day)* | 31.90 | 33.40 |
| 8 | 13(b)(vii) | Camping Out Allowance (per week)* | 74.05 | 77.55 |
| 9 | 13(b)(vii) | Camping Out Allowance (less than 7 days) (per day)* | 10.80 | 11.30 |
| 10 | 13(c) | Garaging or stabling (per week)* | 17.95 | 18.80 |
| 11 | 13(d) | First Aid Officer (per day) | 1.92 | 2.00 |
| 12 | 15(I)(iii) | Minimum payable during a trial period (per week) | 57.57 | 59.87 |
| 13 | 17(a)(ii) | General Shops - Casual employees working on a Saturday: Engagements up to and incl. four hours - Adult Employees (per shift) | 5.59 | 5.81 |
| | | Employees under 21 years of age (per shift) | 3.73 | 3.88 |
| | | Engagements exceeding four hours - Adult Employees (per shift) | 11.52 | 11.98 |
| | | Employees under 21 years of age (per shift) | 6.34 | 6.59 |
| 14 | 17(a) (iii) | Special and Confection Shops - Casual employees working on a Saturday: Adult Employees (per shift) | 5.59 | 5.81 |
| | | Employees under 21 years of age (per shift) | 3.73 | 3.88 |
| 15 | 17(c)(ii) | Confection Shops finishing after 10pm. (per night) | 1.60 | 1.66 |
| 16 | 23(i) | Meal Allowance (per meal) | 10.45 | 10.80 |
| 17 | 23(ii) | Breakfast Allowance (Confection Shops Only)(per meal) | 10.45 | 10.80 |

* Indicates item increased as per CPI to Sept 06.

Table 5 - Long Distance Rate

| Former rate (cents/km) | New rate (cents/km) |
|------------------------|---------------------|
| 27.75 | 28.65 |

3. This variation shall commence from the first pay period commencing on or after 29 November 2006.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - WHOLESALE BUTCHERS (STATE) AWARD 2000

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3429 of 2006)

Before Commissioner Tabbaa

28 November 2006

VARIATION

1. Delete subclause 10.3 of clause 10, Wages, of the award published 11 May 2001 (324 I.G. 722), and insert in lieu thereof the following :
 - 10.3 The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:
 - (i) any equivalent over award payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

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

PART B

MONETARY RATES

Table 1 - Wages

| Division A - General Rates: | | | |
|---|-----------------------------|----------------|----------------------|
| Grade One:- Motor Vehicle Driver, Yardman and Articulated Vehicle Driver - | | | |
| Classification | Former Weekly Wage \$ | SWC 2006 \$ | Weekly Wage \$ |
| (A) Motor Vehicle Driver - carrying capacity up to and not exceeding 5.5 tonnes | 565.50 | 20.00 | 585.50 |
| Additional Amount | | | |
| For each additional tonne of part thereof | 4.48 | 4.00% | 4.66 |
| (B) Yardman: (i.e. employee washing vehicles) Weekly Hand | 560.50 | 20.00 | 580.50 |

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

- (C) Articulated Vehicle Driver:

Drivers of articulated vehicles shall receive either:

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

Grade Two: Casual Hands and Youth Labour -

(A) Casual Hands:

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

(B) Youth Labour:

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

Table 2 - Allowances

| Division B - Extra Payments | | | | |
|--|------------|--|------------------|------------------------------|
| Item No. | Clause No. | Description | Former Amount \$ | New Amount [+4% SWC 2006] \$ |
| 1 | 7.1.4 | Washing Vehicle Allowance (each week washing occurs) | 8.12 | 8.45 |
| 2 | 7.10.1 | Unload/assist in loading of railway trucks (per day for each day) | 1.07 | 1.11 |
| | | Unload/assist in loading of railway trucks (in any week not less than) | 3.57 | 3.71 |
| 2A | 7.11 | Any Driver Responsible for operating a chiller and/or blower | 0.91 | 0.95 |
| Division C - Other Work Related Allowances | | | | |
| 3 | 12 | Collecting Monies - exceeds \$30 but not over \$150 | 4.64 | 4.83 |
| 4 | 12 | Collecting Monies - exceeds \$150 | 7.20 | 7.49 |
| Division D - Reimbursement - Type Allowances | | | | |
| 6 | 15.5 | Meals* | 10.45 | 10.80 |
| 7 | 30.1 | Laundered Clothing* | 0.80 | 0.84 |
| 8 | 30.5 | Boots* | 0.45 | 0.47 |
| 9 | 31.1 | First Aid | 1.95 | 2.03 |

* Indicates item 6 increase as per ABS CPI Meals Out and Take Away Foods Sept 05 to Sept 06 being 3.4%, item 8 increase as per ABS CPI All Groups Sept 05 to Sept 06 being an increase of 3.9%.

3. This variation shall operate from the first pay period commencing on or after 29 November 2006.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

PRINTING INDUSTRIES (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 3451 of 2006)

Before Commissioner Ritchie

22 November 2006

VARIATION

1. Delete subclause (e) of clause 10, Payment of Wages and Pay Day, of the award published 9 November 2001 (329 I.G. 391), and insert in lieu thereof the following:
 - (e) The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. 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, Stage Wage Case and minimum rates adjustments.
2. Delete Table 1 - Wage Rates, 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 - Wage Rates**

| Group Level | Current \$ | 2006 SWC | |
|-----------------------------|---------------|----------------|--------------|
| | | Increase \$ | Result \$ |
| 1 | 484.40 | 20.00 | 504.40 |
| 2A | 501.10 | 20.00 | 521.10 |
| 2B | 501.10 | 20.00 | 521.10 |
| 2C | 501.10 | 20.00 | 521.10 |
| 3A | 523.60 | 20.00 | 543.60 |
| 3B | 523.60 | 20.00 | 543.60 |
| 3C | 523.60 | 20.00 | 543.60 |
| 3D | 523.60 | 20.00 | 543.60 |
| 3E | 523.60 | 20.00 | 543.60 |
| 4 | 544.50 | 20.00 | 564.50 |
| 5A | 578.20 | 20.00 | 598.20 |
| 5B | 578.20 | 20.00 | 598.20 |
| Any other adult employee | 484.40 | 20.00 | 504.40 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Current | SWC 2006 4% |
|----------|------------|--|----------|---------------------|
| | | Minimum Wage | \$484.40 | \$504.40 |
| 2 | 13(g)(i) | Meal money - Employees other than juniors | \$9.90 | 3.4% CPI \$10.25 |
| 3 | 13(g)(ii) | Meal money - Juniors | \$9.90 | \$10.25 |
| 4 | 13(g)(iv) | Meal money - Saturday, Sunday or a public holiday | \$9.90 | \$10.25 |
| 5 | 38(b)(iii) | First-Aid attendant | \$11.75 | \$12.20 |

3. This variation shall take effect from the first full pay period commencing on or after 19 January 2007.

D.W. RITCHIE, Commissioner

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JEWELLERS AND WATCHMAKERS, &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 3452 of 2006)

Before Commissioner Ritchie

22 November 2006

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 2006. 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 | 104.00 | 521.10 | 13.71 |
| Watch/Clockmaker Tradesperson | 492.20 | 106.00 | 598.20 | 15.74 |
| Jeweller Tradesperson | 492.20 | 106.00 | 598.20 | 15.74 |
| Watch/Clockmaker Tradesperson, Special Class | 533.90 | 106.00 | 639.90 | 16.84 |
| Jeweller Tradesperson Special Class | 533.90 | 106.00 | 639.90 | 16.84 |

(b) Un-apprenticed Juniors:

| Classification | Column A Percentage of Process Workers Minimum Classification Level % | Column B Total Wage Per week \$ |
|-----------------------|--|---------------------------------------|
| Under 16 years of age | 36.8 | 191.75 |
| At 16 years of age | 47.3 | 246.50 |
| At 17 years of age | 57.8 | 301.20 |
| At 18 years of age | 68.3 | 355.90 |
| At 19 years of age | 82.5 | 429.90 |
| At 20 years of age | 97.7 | 509.10 |

(c) Apprentices:

| Classification | Column A Percentage of Tradesperson Award Rate Level % | Column B Total Wage Per week \$ | Hourly Award Rate \$ |
|----------------|--|---------------------------------------|-------------------------|
| First year | 42.0 | 251.25 | 6.61 |
| Second year | 55.0 | 329.00 | 8.66 |
| Third year | 75.0 | 448.65 | 11.81 |
| Fourth year | 88.0 | 526.40 | 13.85 |

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 | 25.45 per week 38.30 per week 48.65 per week |
| 2 | 7.4 | Tool Allowances - Tradesperson 4th year apprentice 3rd year apprentice 2nd year apprentice 1st year apprentice | 12.45 per week 10.95 per week 9.20 per week 6.80 per week 5.20 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 | 5.35 per engagement 3.85 per engagement 10.80 per engagement 6.30 per engagement |
| 4 | 11.1 | Meal Allowance | \$7.55 per occasion |
| 5 | 12.1 | Bicycle Allowance Motorcycle Allowance | \$9.85 per week \$31.10 per week |
| 6 | 12.2 | Car Allowance - Up to and including 2,000cc Over 2,000cc Allowance per kilometre travelled by car | \$104.00 per week \$123.70 per week \$0.32 per km. |
| 7 | 12.2 | Occasional use - Up to and including 2,000cc Over 2,000cc | \$0.47 per km. \$0.51 per km. |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 22 November 2006.

D.W. RITCHIE, Commissioner

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SECURITY INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3606 of 2006)

Before Commissioner Macdonald

20 December 2006

VARIATION

1. Delete paragraphs 11.1.2 of Clause 11, Wages, of the award published 6 May 2005 (350 I.G. 827) and insert in lieu thereof the following:

11.1.2 The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. These adjustments may be offset against:

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

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

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

| Classification | Current Rate of Pay Per week \$ | State Wage Case 2006 \$ | New Rate per Week \$ |
|----------------|---------------------------------------|----------------------------|-------------------------|
| Grade 1 | 563.50 | 20.00 | 583.50 |
| Grade 2 | 581.80 | 20.00 | 601.80 |
| Grade 3 | 593.10 | 20.00 | 613.10 |
| Grade 4 | 604.30 | 20.00 | 624.30 |
| Grade 5 | 626.50 | 20.00 | 646.50 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | Rate per Week from the first pay period to commence on or after 19 February 2007 \$ | Rate per Shift from the first pay period to commence on or after 19 February 2007 \$ |
|---------|-----------|---|---|--|
| | 12.1 | Leading Hand Allowance | | Casuals only |
| 1 | | up to 5 employees | 25.63 | 5.13 |
| 2 | | 6 to 10 employees | 29.07 | 5.81 |
| 3 | | 11 to 15 employees | 38.01 | 7.60 |
| 4 | | 16 to 20 employees | 43.86 | 8.77 |
| 5 | | Over 20 employees | 43.86 | 8.77 |
| 6 | | for each employee exceeding 20,extra | 0.68 | 0.14 |

| | | | | |
|----|------|--------------------------|---------------|---------------|
| 7 | 12.2 | Relieving Officer | 25.60 | |
| | 12.3 | First Aid Allowance | | Casuals only |
| 8 | | Industrial | 14.45 | 2.89 |
| 9 | 12.4 | Gun Allowance | 9.95 | |
| 10 | 12.5 | Locomotion Allowance | | |
| 11 | | Motor Vehicle/cycle | | 25.54 |
| 12 | | Bicycle | | 2.68 |
| 13 | 12.6 | Meal Allowance | | 7.65 |
| 14 | 12.7 | Fares Allowance | | 6.55 |
| 15 | 12.8 | Overnight Meal Allowance | | 62.32 |
| | | | Rate Per Hour | Rate per Hour |
| 16 | 12.9 | Aviation Allowance | 1.07 | 1.07 |

3. This variation shall take effect from the first full pay period to commence on or after 19 February 2007.

A. MACDONALD, Commissioner

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REAL ESTATE INDUSTRY (STATE) AWARD 2003, THE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Real Estate Association of New South Wales, Industrial Organisation of Employees.

(No. IRC 3615 of 2006)

Before Commissioner Macdonald

20 December 2006

VARIATION

1. Delete subclause (d) of the clause 21, Remuneration - General of the award published 28 February 2003 (338 I.G. 506) and insert in lieu thereof the following :
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. These adjustments may be offset against:
 - (i) any equivalent over award payment, and/or
 - (ii) award wages increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay of Part E, Monetary Rates, and insert in lieu thereof the following:

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

| Full-time Employees | Amount Per Week \$ |
|---------------------|-----------------------|
| Salesperson | 539.10 |
| Property Manager | 578.50 |
| Property Officer | |
| Grade 1 | 562.00 |
| Grade 2 | 544.00 |
| Grade 3 | 528.10 |
| Licensee-in-charge | 630.00 |

3. This variation shall take effect from the first full pay period to commence on or after 1 January 2007.

A. MACDONALD, Commissioner

REAL ESTATE INDUSTRY (STATE) TRAINING WAGE AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Real Estate Association of New South Wales, Industrial Organisation of Employees.

(No. IRC 3616 of 2006)

Before Commissioner Macdonald

20 December 2006

VARIATION

1. Delete subclause (d), of clause 9, Wages, of the award published 9 November 2001 (329 I.G. 318), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case of 2006. These adjustments may be offset against:
 - (i) any equivalent over-award payment, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Cases, and minimum rates adjustments.
2. Delete Tables 1A and 1B - Weekly Rates - Industry/Skill Level A of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 Weekly Rate - Industry/Skill Level A

| School Leaver | Highest Year of Schooling Completed | | |
|----------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| | 229.00 | 252.00 | 303.00 |
| Plus 1 year out of school | 252.00 | 303.00 | 352.00 |
| Plus 2 years out of school | 303.00 | 352.00 | 410.00 |
| Plus 3 years out of school | 352.00 | 410.00 | 469.00 |
| Plus 4 years out of school | 410.00 | 469.00 | |
| Plus 5 years out of school | 469.00 | | |

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

Table 2 - School-Based Traineeship

| | Year of schooling | |
|------------------------------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Schooled based Traineeship Level A | 229.00 | 252.00 |

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

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

| Skill Level A | Year 10 \$ | Year 11 \$ | Year 12 \$ |
|-----------------------------|---------------|---------------|---------------|
| School leaver | 7.16 | 7.88 | 9.47 |
| 1 year after leaving school | 7.88 | 9.47 | 11.00 |
| 2 years + | 9.47 | 11.00 | 12.81 |
| 3 years + | 11.00 | 12.81 | 14.66 |
| 4 years + | 12.81 | 14.66 | |
| 5 years + | 14.66 | | |

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

Table 4 - Hourly Rates for School-Based Traineeships

| | Year of Schooling | |
|----------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Skills Level A | 7.16 | 7.88 |

6. This variation shall take effect from the first full pay period on or after 1 January 2007.

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

PRIVATE HOSPITAL EMPLOYEES (STATE) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union, Industrial Organisation of Employees.

(No. IRC 2892 of 2006)

Before Commissioner McLeay

15 August 2006

VARIATION

1. Rename the title of the award "Private Hospital Employees (State) Award" of the award published 4 June 2004 (344 I.G. 734), to read as:

PRIVATE HOSPITAL EMPLOYEES (STATE) AWARD 2006

2. Delete subclause (ii) of clause 3, Wages and insert in lieu thereof the following:
- (ii) The Rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may be off-set against:
- (a) any equivalent over-award payments, and/or
- (b) award wage increases since 29 May, 1991 other than safety net, State Wage Case, and minimum rates adjustments.
3. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

| Classification | Current rate \$/week | SWC 2006 adjustment \$/week | Wage Rate as from 1.10.2006 \$/week |
|--|-------------------------|-----------------------------------|--|
| Administrative Staff | | | |
| Clerk - Age Scale Under 18 years of age | 328.50 | 4.0% | 341.60 |
| Clerk - Grade I | | | |
| First year of service | 528.30 | 20.00 | 548.30 |
| Second year of service | 541.60 | 20.00 | 561.60 |
| Third year of service | 553.70 | 20.00 | 573.70 |
| Fourth year of service | 563.70 | 20.00 | 583.70 |
| Fifth year of service and thereafter | 573.70 | 20.00 | 593.70 |
| Clerk - Grade II | | | |
| First year of service | 590.30 | 20.00 | 610.30 |
| Second year of service and thereafter | 605.30 | 20.00 | 625.30 |
| Clerk - Grade III | | | |
| First year of service | 620.60 | 20.00 | 640.60 |
| Second year of service and thereafter | 633.90 | 20.00 | 653.90 |

| | | | |
|---|----------------------------|-------------------------|----------------------------|
| Clerk - Grade IV | | | |
| First year of service | 646.70 | 20.00 | 666.70 |
| Second year of service and thereafter | 658.50 | 20.00 | 678.50 |
| Clerk - Grade V | | | |
| First year of service | 674.10 | 20.00 | 694.10 |
| Second year of service and thereafter | 686.60 | 20.00 | 706.60 |
| Provided that employees on the Age Scale who are substantially engaged on stenographic duties, or as a comptometer or ledger posting machine operator, shall be paid a weekly allowance as part of salary of the amount per week set out in Item 12 of Table 2 - Other Rates and Allowances | | | |
| Central Sterile Supply Department | | | |
| Aides - Junior Scale - Under 18 years of age | 364.50 | 4.0% | 379.10 |
| Adult - First year of service Second year of service Third year of service & thereafter | 557.10 564.90 572.80 | 20.00 20.00 20.00 | 577.10 584.90 592.80 |
| Assistant Supervisor of C.S.S.D. 500 beds and over 200 but less than 500 beds 100 but less than 200 beds | 661.90 608.50 591.10 | 20.00 20.00 20.00 | 681.90 628.50 611.10 |
| Supervisor of C.S.S.D. 500 beds and over 200 but less than 500 beds 100 but less than 200 beds | 760.30 709.30 661.90 | 20.00 20.00 20.00 | 780.30 729.30 681.90 |
| Central Sterile Supply Department Aides, other than Supervisors and Assistant Supervisors, who possess the Sterilising Certificate shall be paid an allowance of the amount per week set out in Item 13 of Table 2 - Other Rates and Allowances | | | |
| Maintenance Staff | | | |
| Boiler Attendant - Certificated With Maintenance of Plant Duties | 561.60 566.50 | 20.00 20.00 | 581.60 586.50 |
| Where a boiler attendant attends to more than one boiler and/or performs work other than that of a boiler attendant he shall be paid an additional amount per week as set out in Item 14 of Table 2 - Other Rates and Allowances. | | | |
| Maintenance Supervisor (Non-Tradesman) In charge of staff Otherwise | 640.50 628.60 | 20.00 20.00 | 660.50 648.60 |
| Maintenance Supervisor (Tradesman) - In charge of staff Otherwise | 717.00 675.00 | 20.00 20.00 | 737.00 695.00 |
| Engineer (Certificated) First year of service Second year of service and thereafter | 737.30 778.70 | 20.00 20.00 | 757.30 798.70 |
| Nuclear Medicine Department | | | |

| | | | |
|---|----------|-------|----------|
| Nuclear Medicine Technologist - | | | |
| First year of experience | 629.30 | 20.00 | 649.30 |
| Second year of experience | 644.20 | 20.00 | 664.20 |
| Third year of experience | 671.30 | 20.00 | 691.30 |
| Fourth year of experience | 698.40 | 20.00 | 718.40 |
| Fifth year of experience | 726.70 | 20.00 | 746.70 |
| Sixth year of experience | 755.10 | 20.00 | 775.10 |
| Seventh year of experience | 784.50 | 20.00 | 804.50 |
| Eighth year of experience and thereafter | 815.90 | 20.00 | 835.90 |
| | | | |
| Senior Nuclear Medicine Technologist | 873.00 | 20.00 | 893.00 |
| | | | |
| Chief Nuclear Medicine Technologist - | | | |
| Grade I | 990.20 | 20.00 | 1,010.20 |
| Grade II | 1,046.60 | 20.00 | 1,066.60 |
| | | | |
| Other Medical/Technical Staff Group | | | |
| | | | |
| Anaesthetic and Operating Theatre Technician - | | | |
| Without Diploma | 591.70 | 20.00 | 611.70 |
| Provided that an Anaesthetic and Operating Theatre Technician who is the possessor of a Diploma issued by the Australian Society of Anaesthetic and Operating Theatre Technicians shall be paid | 614.80 | 20.00 | 634.80 |
| | | | |
| Senior Anaesthetic and Operating Theatre Technician | 627.10 | 20.00 | 647.10 |
| | | | |
| Electro-Cardiograph Recorder/Technician - | | | |
| First year of experience | 591.70 | 20.00 | 611.70 |
| Third year of experience and thereafter | 600.10 | 20.00 | 620.10 |
| | | | |
| Senior Electro-Cardiograph Recorder/Technician | 612.30 | 20.00 | 632.30 |
| | | | |
| Heart/Lung Assistant | 599.90 | 20.00 | 619.90 |
| | | | |
| Heart/Lung Technician | 624.20 | 20.00 | 644.20 |
| | | | |
| Neurophysiological Technician - | | | |
| First year of experience | 614.80 | 20.00 | 634.80 |
| Second year of experience & thereafter | 627.10 | 20.00 | 647.10 |
| | | | |
| Senior Neurophysiological Technician - | | | |
| Grade I | 639.70 | 20.00 | 659.70 |
| Grade II | 678.70 | 20.00 | 698.70 |
| Grade III | 729.60 | 20.00 | 749.60 |
| | | | |
| Surgical Bootmaker - | | | |
| First year of experience | 619.20 | 20.00 | 639.20 |
| Second year of experience & thereafter | 626.70 | 20.00 | 646.70 |
| | | | |
| Orthotist - | | | |
| First year of service | 619.30 | 20.00 | 639.30 |
| Second year of service | 629.60 | 20.00 | 649.60 |
| Third year of service | 638.70 | 20.00 | 658.70 |
| Fourth year of service and thereafter | 646.90 | 20.00 | 666.90 |
| Chief Orthotist - | | | |
| Sole, or in charge of one other | 675.90 | 20.00 | 695.90 |

| | | | |
|---|----------|-------|----------|
| Chief Orthotist - In charge of two or more orthotists | | | |
| First year of service | 675.90 | 20.00 | 695.90 |
| Second year of service & thereafter | 693.90 | 20.00 | 713.90 |
| Wardsperson - | | | |
| First year of service | 556.60 | 20.00 | 576.60 |
| Second year of service and thereafter | 559.70 | 20.00 | 579.70 |
| Surgical Dresser | | | |
| First year of service | 561.50 | 20.00 | 581.50 |
| Second year of service | 565.10 | 20.00 | 585.10 |
| Third year of service and thereafter | 570.10 | 20.00 | 590.10 |
| Recreation Activities Officer - | | | |
| First year of experience | 572.80 | 20.00 | 592.80 |
| Second year of experience | 584.30 | 20.00 | 604.30 |
| Third year of experience & thereafter | 592.00 | 20.00 | 612.00 |
| Diversional Therapist with Associate Diploma - | | | |
| First year of experience | 568.00 | 20.00 | 588.00 |
| Second year of experience | 594.30 | 20.00 | 614.30 |
| Third year of experience | 618.20 | 20.00 | 638.20 |
| Fourth year of experience | 640.20 | 20.00 | 660.20 |
| Fifth year of experience and thereafter | 663.20 | 20.00 | 683.20 |
| Years of experience as a Diversional Therapist with Associate Diploma employed under the Private Hospital Employees' (State) Award or any award replacing that award will be recognised for appointment and incremental progression | | | |
| Technical Assistant - | | | |
| First year of service | 572.80 | 20.00 | 592.80 |
| Second year of service | 584.30 | 20.00 | 604.30 |
| Third year of service and thereafter | 592.00 | 20.00 | 612.00 |
| Pharmacy Department | | | |
| Pharmacy Assistant (Graduate/Unregistered) | 595.10 | 20.00 | 615.10 |
| Pharmacists (Registered) - | | | |
| First year of experience | 644.20 | 20.00 | 664.20 |
| Second year of experience | 662.40 | 20.00 | 682.40 |
| Third year of experience | 693.30 | 20.00 | 713.30 |
| Fourth year of experience | 730.00 | 20.00 | 750.00 |
| Fifth year of experience | 769.40 | 20.00 | 789.40 |
| Sixth year of experience | 806.30 | 20.00 | 826.30 |
| Seventh year of experience | 835.70 | 20.00 | 855.70 |
| Eighth year of experience and thereafter | 857.80 | 20.00 | 877.80 |
| Chief Pharmacist (Practising Pharmacist) - Sole pharmacist in charge or in charge of 3 or less registered or unregistered assistants | | | |
| First year of service | 910.90 | 20.00 | 930.90 |
| Second year of service | 936.30 | 20.00 | 956.30 |
| Third year of service | 958.10 | 20.00 | 978.10 |
| In charge of 4 or more registered or unregistered assistants | | | |
| First year of service | 980.00 | 20.00 | 1,000.00 |
| Second year of service | 1,002.70 | 20.00 | 1,022.70 |
| Third year of service | 1,031.40 | 20.00 | 1,051.40 |

| | | | |
|---|----------|-------|----------|
| Pharmacists who are in possession of a Fellowship of the Society of Hospital Pharmacists shall be paid in addition to the rates prescribed an allowance per week of the amount set out in Item 15 of Table 2 - Other Rates and Allowances. | | | |
| Radiographic Staff | | | |
| Radiographer - | | | |
| First year of experience | 629.30 | 20.00 | 649.30 |
| Second year of experience | 644.20 | 20.00 | 664.20 |
| Third year of experience | 671.30 | 20.00 | 691.30 |
| Fourth year of experience | 698.40 | 20.00 | 718.40 |
| Fifth year of experience | 726.70 | 20.00 | 746.70 |
| Sixth year of experience | 755.10 | 20.00 | 775.10 |
| Seventh year of experience | 784.50 | 20.00 | 804.50 |
| Eighth year of experience and thereafter | 815.90 | 20.00 | 835.90 |
| Senior Radiographer in a Section | 873.00 | 20.00 | 893.00 |
| Assistant Chief Radiographer | 892.40 | 20.00 | 912.40 |
| Chief Radiographer or Sole Radiographer at Hospitals with an Adjusted Daily Average of | | | |
| Under 100 beds | 892.40 | 20.00 | 912.40 |
| 100 beds but less than 200 | 939.10 | 20.00 | 959.10 |
| 200 beds but less than 300 | 990.20 | 20.00 | 1,010.20 |
| 300 beds but less than 500 | 1,046.20 | 20.00 | 1,066.60 |
| 500 beds but less than 750 | 1,100.30 | 20.00 | 1,120.30 |
| Chief Radiographer, Diagnostic Radiographer at a hospital having an adjusted daily average of occupied beds of 750 or more | 1,127.40 | 20.00 | 1,147.40 |
| Radiographers who are in possession of a Fellowship of the Australian Institute of Radiography shall be paid an allowance of the amount per week set out in Item 16 of Table 2 - Other Rates and Allowances. | | | |
| A radiographer employed in a hospital who is required to provide a weekly service to another hospital or hospitals shall be paid in accordance with the following: | | | |
| (a) Where a radiographer is classified and paid as a Chief Radiographer in his own hospital, he shall be adjusted to the rate prescribed for a Chief Radiographer based on the combined A.D.A. of the hospitals within the group service, provided that if on this basis the employee would not be entitled to an adjustment to a higher salary rate, the employee shall be paid an allowance of the amount per week set out in Item 17 of Table 2-Other Rates and Allowances | | | |
| (b) Where the employee is not classified and paid as a Chief Radiographer, the employee shall be paid the weekly rate prescribed for a Senior Radiographer. | | | |
| Support Services Staff | | | |
| General Services Officer, Grade I (includes Maid, Laundry Hand, Seamstress) Junior (under 18 years of age) | 440.20 | 4.0% | 457.80 |
| Adult (18 years of age and over) | 534.00 | 20.00 | 554.00 |
| General Services Officer, Grade II - (includes Kitchenhand, Ward Assistant, Wash House Employee, Industrial Washing Machine Operator, Porter/cleaner, Cleaner, General Useful) | 545.10 | 20.00 | 565.10 |

| | | | |
|--|--------|-------|--------|
| General Services Officer, Grade III - (includes Handyperson, Storeperson, Assistant Cook) | 553.50 | 20.00 | 573.50 |
| General Services Officer, Grade IV - First year of service | 564.90 | 20.00 | 584.90 |
| Second year of service | 572.80 | 20.00 | 592.80 |
| Third year of service and thereafter | 584.30 | 20.00 | 604.30 |
| Cook - Grade A | 578.20 | 20.00 | 598.20 |
| Grade B | 566.40 | 20.00 | 586.40 |
| Chef - First year of service | 596.10 | 20.00 | 616.10 |
| Second year of service and thereafter | 605.70 | 20.00 | 625.70 |
| Catering Officer - First year of service | 638.10 | 20.00 | 658.10 |
| Second year of service and thereafter | 646.30 | 20.00 | 666.30 |
| Housekeeper First year of service | 564.10 | 20.00 | 584.10 |
| Second year of service and thereafter | 567.10 | 20.00 | 587.10 |
| Laundry Foreman and Forewoman | 573.70 | 20.00 | 593.70 |
| If in possession of Laundry and Dry Cleaning Certificate | 580.60 | 20.00 | 600.60 |
| Gardener (Otherwise) | 555.90 | 20.00 | 575.90 |
| Gardener (Qualified) | 567.60 | 20.00 | 587.60 |
| Head Gardener (Otherwise) | 581.70 | 20.00 | 601.70 |
| Head Gardener (Qualified) | 608.60 | 20.00 | 628.60 |
| Motor Vehicle Driver | 564.20 | 20.00 | 584.20 |
| Motor Vehicle Driver (Trucks and Ambulance) | 570.50 | 20.00 | 590.50 |
| Storekeeper | 590.80 | 20.00 | 610.80 |
| Technical Staff | | | |
| Technical Officer - Grade I - First year of experience | 603.90 | 20.00 | 623.90 |
| Second year of experience | 614.70 | 20.00 | 634.70 |
| Third year of experience | 622.70 | 20.00 | 642.70 |
| Fourth year of experience | 633.80 | 20.00 | 653.80 |
| Fifth year of experience | 644.20 | 20.00 | 664.20 |
| Sixth year of experience | 662.40 | 20.00 | 682.40 |
| Seventh year of experience | 678.90 | 20.00 | 698.90 |
| Eighth year of experience & thereafter | 693.30 | 20.00 | 713.30 |

| | | | |
|--|----------|-----------------------------|----------|
| Grade II - | | | |
| First year of service | 730.10 | 20.00 | 750.10 |
| Second year of service | 749.80 | 20.00 | 769.80 |
| Third year of service | 769.40 | 20.00 | 789.40 |
| Fourth year of service | 806.30 | 20.00 | 826.30 |
| | | | |
| Senior Technical Officer | | | |
| First year of service | 835.70 | 20.00 | 855.70 |
| Second year of service | 846.70 | 20.00 | 866.70 |
| Third year of service and thereafter | 857.80 | 20.00 | 877.80 |
| | | | |
| Medical Technologist - | | | |
| First year of experience | 644.20 | 20.00 | 664.20 |
| Second year of experience | 662.40 | 20.00 | 682.40 |
| Third year of experience | 693.30 | 20.00 | 713.30 |
| Fourth year of experience | 730.10 | 20.00 | 750.10 |
| Fifth year of experience | 769.40 | 20.00 | 789.40 |
| Sixth year of experience | 806.30 | 20.00 | 826.30 |
| Seventh year of experience | 835.70 | 20.00 | 855.70 |
| Eighth year of experience & thereafter | 857.80 | 20.00 | 877.80 |
| | | | |
| Senior Medical Technologist in a Section - | | | |
| First year of experience | 910.90 | 20.00 | 930.90 |
| Second year of experience | 936.30 | 20.00 | 956.30 |
| Third year of experience and thereafter | 958.10 | 20.00 | 978.10 |
| | | | |
| Chief Medical Technologist - | | | |
| If sole technologist in a hospital or in charge of other technologists or trainees at hospitals having an adjusted daily average of occupied beds of less than 200 | | | |
| | | | |
| First year of experience | 980.00 | 20.00 | 1,000.00 |
| Second year of experience | 1,002.70 | 20.00 | 1,022.70 |
| Third year of experience & thereafter | 1,031.40 | 20.00 | 1,051.40 |
| | | | |
| Provided that where a Chief Medical Technologist is the holder of a Fellowship of the Australian Institute of Medical Technology s/he shall be paid an additional amount per week as set out in Item 18 of Table 2 - Other Rates and Allowances. | | | |
| Apprentices | | | |
| | | | |
| Apprentice Cook - | | | |
| | | | |
| First year | 339.80 | 60% of Cook B | 351.80 |
| Second year | 467.30 | 82½% of Cook B | 483.80 |
| Third year | 523.90 | 92½% of Cook B | 542.40 |
| | | | |
| Apprentice Gardener | | | |
| First year | 283.80 | 50% of Gardener (qualified) | 293.80 |
| Second year | 340.60 | 60% of Gardener (qualified) | 352.60 |
| Third year | 454.10 | 80% of Gardener (qualified) | 470.10 |

| | | | |
|-------------|--------|-----------------------------|--------|
| Fourth year | 510.80 | 90% of Gardener (qualified) | 528.80 |
|-------------|--------|-----------------------------|--------|

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount from 1.10.2006 |
|----------|------------|---|--|
| 1 | 6(iii) | Meal allowances (overtime) - Breakfast Lunch Dinner | \$8.80 per meal \$11.40 per meal \$16.70 per meal |
| 2 | 7(iii) | Transport allowance - use of own vehicle (overtime hours) vehicles with engine capacity over 1600 cc vehicles with engine capacity 1600 cc and under | 24.5 cents per km 20.5 cents per km |
| 3 | 10(viii) | Apprentices - certificate of exam pass each subsequent year | \$1.72 per week \$1.72 per week |
| 4 | 12(i) | Driving allowances - Where required to drive a vehicle required to drive more than 10 hours in any week - minimum payment required to drive more than four hours in any day or shift - minimum payment | \$4.30 per week \$4.30 \$4.30 per shift |
| 5 | 12(ii) | Post mortem assistance allowance - weekly allowance where assisting in more than one post mortem per week | \$6.90 per week \$6.90 p/post mortem |
| 6 | 12(iii) | Dirty work, confined spaces allowance | \$0.36 per hour |
| 7 | 12(iii) | Confined spaces allowance - inside boiler, flue, etc. | \$0.63 per hour |
| 8 | 12(v) | Handling linen of nauseous nature allowance (except in sealed linen bags) | \$0.21 per hour |
| 9 | 12(vii) | Leading hand allowance - in charge of 2 to 5 employees in charge of 6 to 10 employees in charge of 11 to 15 employees in charge of 16 to 19 employees | \$18.60 per week \$26.10 per week \$33.10 per week \$40.50 per week |
| 10 | 21(iii) | Uniform allowance | \$1.70 per week |
| 11 | 21(iv) | Laundrying of uniform allowance | \$1.00 per week |
| 12 | Table 1 | Stenographic allowance | \$5.10 per week |
| 13 | Table 1 | Sterilising Certificate allowance | \$6.00 per week |
| 14 | Table 1 | Boiler Attendant allowance | \$13.50 per week |
| 15 | Table 1 | Fellowship of the Society of Hospital Pharmacists Allowance | \$16.50 per week |
| 16 | Table 1 | Fellowship of Australian Institute of Radiography Allowance | \$18.10 per week |
| 17 | Table 1 | Chief Radiographer service to another hospital allowance | \$32.10 per week |
| 18 | Table 1 | Fellowship of Australian Institute of Medical Technology Allowance | \$29.60 per week |

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

J. McLEAY, Commissioner

CROWN EMPLOYEES (SATURDAY SCHOOL OF COMMUNITY LANGUAGES) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3481 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Insert after subclause 7.9, of clause 7, Remuneration, of the award published 16 June 2006 (359 I.G. 735), the following new subclause:

7.10 Salary packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed for the employee's classification by Part B, Table 1 and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 7.10.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 7.10.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 7.10.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

- 7.10.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

- 7.10.3.2 any administrative fees.

- 7.10.4 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

- 7.10.4.1 Superannuation Guarantee Contributions;

- 7.10.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

7.10.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J.*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (DEPARTMENT OF JUVENILE JUSTICE - DETENTION CENTRES 2005) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Employment Office.

(No. IRC 3321 of 2006)

Before The Honourable Justice Schmidt

26 October 2006

VARIATION

1. Insert in numerical order in clause 1, Arrangement of the award published 10 March 2006 (357 I.G. 1177) the following new clause number and subject matter, and renumber existing clauses 11 to 24 as clauses 12 to 25.

11. Transport Stream

2. Add to the definition of "Operational Stream" of clause 3 Definitions, after "Kitchen Support Officer" the following new wording:

Excludes officers employed in the Transport Unit.

3. Insert in alphabetical order of the said clause 3, the following new definition:

"Transport Stream" comprises staff members engaged in the Transport Unit and includes the positions of:

Youth Officer (Transport)
Unit Coordinators (Transport)

4. Delete the heading of subclause 6.5 of clause 6, Part-Time Employment, and insert in lieu thereof the following:

6.5 Operational, Managerial and Transport Stream.

5. Delete paragraph (a) of subclause 6.5 of the said clause 6, and insert in lieu thereof the following:

- (a) For the purposes of this award, an operational, managerial or transport stream part time staff member is one who is permanently appointed to work a specified number of hours less than 152 hours per 28 days. A part time staff member will be free from duty for not less than eight days in each cycle.

6. Delete clause 7, Shift Work - Operational Stream, and insert in lieu thereof the following:

7. Shift Work - Operational Stream

- 7.1 Monday to Friday - Shift Loadings

- (a) A shift worker employed on a shift shall be paid, for work performed during the ordinary hours of any such shift, ordinary rates plus the following shift loadings depending on the commencing times of such shifts:

| | | |
|-----------|-------------------------------------|-------|
| Day | at or after 6am and before 10.00 am | Nil |
| Morning | at or after 10am and before 1.00 pm | 10% |
| Afternoon | at or after 1pm and before 4.00 pm | 12.5% |
| Night | at or after 4pm and before 4.00 am | 15% |
| Night | at or after 4am and before 6.00am | 10% |

- (b) The loadings specified in this subclause shall only apply to shifts worked from Monday to Friday.

7.2 Weekends and Public Holidays - Penalties

- (i) For the purpose of this subclause, any shift of which 50% or more is worked on a Saturday, Sunday or public holiday shall be deemed to have been worked wholly on a Saturday, Sunday or public holiday and shall be paid as such.
- (ii) Employees engaged in the Operational Stream as shift workers as defined in clause 3, Definitions of this award, and who are regularly required to perform rostered duty on Saturdays, Sundays and public holidays shall receive the following compensation and be subject to the following conditions.
- (a) Saturday shifts - for ordinary rostered time worked on a Saturday - additional payment at the rate of half time.
- (b) Sunday shifts - for ordinary rostered time worked on a Sunday - additional payment at the rate of three quarter time.
- (c) Public Holidays
- (i) When rostered on a public holiday and work performed - additional payment at the rate of half time;
- (ii) When rostered off on a public holiday - no additional compensation or payment.
- (d) Where a gazetted public holiday falls on a Sunday, employees engaged as shift workers under this clause and rostered on to work shall be paid ordinary time and an additional payment at the rate of three quarter time.
- (e) A shift worker is entitled to receive compensation for regularly working Sundays and public holidays as specified in subclause 9.1(b) of clause 9, Annual Leave of this award.

7. Delete paragraph (a) of subclause 9.1 of clause 9, Annual Leave, and insert in lieu thereof the following:

- (a) Annual leave at the rate of six weeks per year inclusive of payment for any public holiday/s falling within the leave period.

8. Insert after clause 10, Annual Leave Loading, the following new clause 11, and renumber existing clauses 11 to 24 as clauses 12 to 25.

11. Transport Stream

11.1 Hours

- (a) Ordinary Hours

The ordinary hours of work for staff members engaged in the Transport stream shall not exceed 152 hours per 28 calendar days or an average of 38 hours per week in each roster cycle. Each staff member shall be free from duty for not less than eight full days and an allocated rostered day off in each cycle.

(b) Rostered Day Off Duty

- (i) The staff member's rostered day off duty as prescribed in subparagraph 4.1(a)(ii) of clause 4, Hours, shall be determined by having regard to operational needs. Where practicable the rostered day off duty shall be consecutive with the days off prescribed in paragraph 4.1(a) of clause 4, Hours.
- (ii) Should the operational needs require the rostered day off duty to be changed, another day shall be substituted in the current cycle. Should this not be practicable, the day must be given and taken in the next cycle immediately following.

(c) Meal Breaks

- (i) The provisions of paragraph 4.1(c) Meal Breaks of clause 4, Hours of this award shall apply to transport staff.
- (ii) In circumstances where the Department is unable to supply a meal, a transport staff member will be compensated for any actual expenses properly and reasonably incurred for meals purchased for a young person in custody under their supervision, and for the staff member.
- (iii) An amount equivalent to the rate for lunch or dinner money for overtime under the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 will be paid to those staff members who are unable to take a meal break for operational reasons after three to five hours from commencement of shift.
- (iv) This allowance will be paid in lieu of overtime and will only occur in emergency or extreme circumstances, as the Department is obliged to provide appropriate breaks in accordance with Occupational Health and Safety requirements.

(d) Overtime Meal Breaks

The provisions for Overtime Meal Breaks and Overtime Meal Allowances contained in the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 shall apply to transport staff.

A staff member required to work overtime on weekdays for more than five hours and who is unable to take a meal break, shall be given a meal break at the earliest opportunity. The provisions of subparagraph 4.1(c)(iii) of clause 4, Hours of this award shall apply where a meal break is unable to be taken for operational reasons.

(e) Rosters

- (i) The ordinary hours of work for each staff member shall be displayed on a roster in a place conveniently accessible to staff members. The roster covers a minimum period of 28 days, and where practical shall be displayed for staff in Transport at least 7 days prior to the commencing date of the first working period in any roster.
- (ii) A roster may be altered at any time to enable service to be delivered where another staff member is absent from duty on account of illness, in an emergency or due to unforeseen circumstances. Where any such alteration involves a staff member working on a day that would have been his or her day off, such time worked shall be paid for at overtime rates as specified in clause 12, Overtime, of this Award.
- (iii) Where practicable, a staff member who is required to change from one shift to another shift shall be given 24 hours notice of the proposed change in Transport Unit.
- (iv) Transport staff will be required to work variable start times depending upon operational requirements.

11.2 Headquarters

The following work locations are regarded as the headquarters for staff of the Transport Unit.

| Work Location | Headquarters | |
|---------------|------------------------|-------------------|
| Parramatta | Court staff Parramatta | Bus crew St Marys |
| Bidura | Court staff Glebe | Bus crew St Marys |
| Lidcombe | Lidcombe | |
| Cobham | St Marys | |
| Campbelltown | Campbelltown | |
| Sydney | St Marys | |
| Metropolitan | | |
| Broadmeadow | Court staff Newcastle | Bus crew Kariong |
| Woy Woy | Court staff Woy Woy | Bus crew Kariong |
| Central Coast | Kariong | |
| Northern | Grafton | |
| Western | Dubbo | |
| Southern | Wollongong | |
| Riverina | Wagga Wagga | |

11.3 Travelling Time

- (i) Travelling time will be paid for the period of 'extra time' taken for a staff member to travel to a location other than their headquarters as long as this extra time is more than 15 minutes.
- (ii) Travelling time is paid for at ordinary rates.
- (iii) Travelling time will not be paid to travel to locations where the staff member has elected to be rostered for overtime.

11.4 Shift Work

Monday to Friday - Shift Loadings

- (i) A Transport Officer employed on a shift shall be paid for work performed during the ordinary hours of any such shift ordinary rates plus the following shift loadings depending on the commencing times of such shifts.

| | | |
|-----------|-----------------------------------|-------|
| Day | At or after 6 am and before 10 am | Nil |
| Afternoon | At or after 10 am and before 1 pm | 10% |
| Afternoon | At or after 1 pm and before 4 pm | 12.5% |
| Night | At or after 4pm and before 4 am | 15% |
| Night | At or after 4 am and before 6 am | 10% |

- (ii) The loadings specified in this subclause shall only apply to shifts worked from Monday to Friday.

11.5 Weekends and Public Holidays - Penalties

- (i) For the purpose of this subclause, any shift of which 50% or more is worked on a Saturday, Sunday or public holiday shall be deemed to have been worked wholly on a Saturday, Sunday or public holiday and shall be paid as such.
 - (a) Saturday Shifts - Shift workers in the Transport stream working on an ordinary rostered shift between midnight on Friday and midnight on Saturday which is not a public holiday, shall be paid for such shifts at ordinary time and one half.

- (b) Sunday Shifts - Shift workers in the Transport stream working on an ordinary rostered shift between midnight on Saturday and midnight on Sunday which is not a public holiday, shall be paid for such shifts at ordinary time and three quarters.
- (c) Public Holidays - The following shall apply:
 - (i) where a shift worker in the Transport stream is required to and does work on a public holiday, the shift worker shall be paid at two and a half times the rate for time worked. Such payment shall be in lieu of weekend or shift allowances which would have been payable if the day had not been a public holiday;
 - (ii) a shift worker in the Transport stream rostered off duty on a public holiday shall be paid one day's pay for that public holiday or have one day added to his/her annual leave entitlement for each such day.
- (d) A shift worker in the Transport stream is entitled to receive compensation for regularly working Sundays and public holidays as specified in paragraph 9.1(b) of clause 9, Annual Leave of this Award.

11.6 Annual Leave

Youth Officers (Transport) engaged in this stream working Monday to Friday shall be entitled to annual leave in accordance with the provisions of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 and the Public Sector Employment and Management General Regulation. Paid annual leave for full time staff members accrues at the rate of 20 working days per year. Staff members working part time shall accrue paid annual leave on a pro rata basis, that will be determined on the average weekly hours worked per leave year.

11.7 Leave in Lieu of Payment of Overtime

Except as otherwise provided in this subclause, the provisions of clause 12, Overtime of this award shall apply.

Staff members engaged in the Transport Stream as defined in clause 3, Definitions of this award, shall be able to accrue leave in lieu of payment up to a maximum of 30 hours, with a minimum leave period of 30 minutes. Staff will be able to take leave in lieu of payment at a maximum of two full days per roster.

Leave in lieu accrued in respect of overtime worked on days other than public holidays, shall be given by the Department and taken by the staff member within three months of accrual. The requirement to take leave in lieu within three months of accrual does not apply to staff members engaged in the Transport Stream.

8. Renumber the existing clause 14, Rates of Pay and Allowances, to read as clause 15, and number the existing paragraph to read as subclause 15.1 and insert new subclause 15.2 as follows:

15.2 An allowance shall be paid at the rate as set out in Table 1(a)(iii)(c) of Part B of this Award to a position of Vocational Instructor (Cook) at Frank Baxter and Cobham Juvenile Justice Centres only.

The allowance is paid in recognition of additional supervisory responsibilities for a position of Vocational Instructor (Cook) at the above locations. The recipient must possess relevant trade qualifications or have an equivalent qualification or experience. The allowance is not part of salary, and will not be counted for superannuation or leave purposes.

9. Delete subclause 16.1 of clause 16, Higher Duties, and insert in lieu thereof the following:

16.1 Staff members engaged in the Managerial, Operational and Transport Streams, when called upon by the Department to perform work of a classification or position paid at a higher rate, shall be

paid the higher rate on the completion of a minimum of one eight hour shift, or equivalent working day.

10. Delete subclause 17.4 of clause 17, Entry, Promotion and Qualifications, and insert in lieu thereof the following:

17.4 Staff members employed prior to the commencement of this Award may be:

- (a) appointed to the following vacant positions namely:
 - (i) Table 1 (a) (iv), Appendix A, re Unit Coordinator; or
 - (ii) Table 1 (c) (i), Appendix A, re Unit Manager;
 - (iii) Table 1 (c) (ii), Appendix A, re Assistant Manager; or
 - (iv) Table 1 (c) (iii), Appendix A, re Assistant Manager (Client Services);
 - (v) Table 1 (c) (iv), Appendix A, re Centre Manager, and
- (b) subject to subclause 17.1 of this Award; and
- (c) exempt from the requirements of subclause 17.2 for this transition to the Award; and
- (d) dealt with under clause 18, Transitional Arrangements.

11. Insert after subclause 17.4, of clause 17, Entry, Promotion and Qualifications the following new subclause:

17.5 Staff members employed in the Transport Stream as Youth Officer (Transport) and Unit Coordinator (Transport) are appointed in line with the entry, promotion and qualification requirements as set out in Appendix A, Table 1 (b) (i) and (ii) of this Award.

12. Delete subclause 20.5 of clause 20, Settlement of Disputes, and insert in lieu thereof the following:

20.5 If the matter remains unresolved with the immediate supervisor, the staff member may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager or supervisor shall respond within two working days, or as soon as practicable. The staff member may pursue the sequence of reference to successive levels of management until the matter is referred to the Centre Manager and subsequently to the Regional Director or the Director of Transport for those working in the Transport Unit.

13. Delete subclause 25.7 of clause 25, Area, Incidence and Duration and insert in lieu thereof the following:

25.7 This variation to the Crown Employees (Department of Juvenile Justice - Detention Centres 2005) Award published 10 March 2006 (357 IG 1177) takes effect on and from 26 October 2006 and rescinds and replaces the Crown Employees (Department of Juvenile Justice Direct Care Staff (Centres) 2004 Award published 21 January 2005 (348 IG 1).

- 25.8 This award remains in force until varied or rescinded, the period for which it was made having already expired.

14. Delete Appendix A, Entry, Promotion and Qualifications, and insert in lieu thereof the following:

APPENDIX A

ENTRY, PROMOTION AND QUALIFICATIONS

Table 1 (a) - Operational Stream - Entry, Promotion and Qualifications

(i) Kitchen Support Officer

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|------------------------------|
| 1 | 1 | 32,208 | 33,496 | 34,836 | Relevant experience. |
| | 2 | 33,570 | 34,913 | 36,310 | Relevant experience. |

Kitchen Support Officers shall not progress further through the Operational Stream after attainment of Level 1 Year 2.

(ii) Youth Officer

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 1 | 6 | 39,029 | 40,590 | 42,214 | Completion of 3 modules from the Certificate III in Juvenile Justice or completion of 3 units of competency from the Certificate IV in Youth Work (Juvenile Justice); OR Possession of Higher School Certificate or higher qualification; OR School Certificate or equivalent plus trade/equivalent qualifications; OR School Certificate plus appropriate managerial/supervisory experience. |
| 2 | 1 | 41,178 | 42,825 | 44,538 | Completion of Certificate III in Juvenile Justice or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) plus relevant experience. |
| 2 | 2 | 42,389 | 44,085 | 45,848 | As Above |
| 2 | 3 | 43,571 | 45,314 | 47,127 | As Above |
| 2 | 4 | 44,766 | 46,557 | 48,419 | Completion of Certificate IV in Youth Work (Juvenile Justice) plus relevant experience. |

Entry to Level 2 Year 2 is automatic upon advice of successful completion of Certificate III in Juvenile Justice or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) plus relevant experience.

Annual increments shall occur on the anniversary of the completion of Certificate III or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) subject to satisfactory performance.

(iii)

(a) Vocational Instructor (Trade, Maintenance, Grounds)

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|--|
| 1 | 6 | 39,029 | 40,590 | 42,214 | Relevant Trade Certificate and Train Small Groups qualification or equivalent or the willingness to obtain a relevant qualification. |
| 2 | 1 | 41,178 | 42,825 | 44,538 | Relevant Trade Certificate and Train Small Groups qualification or equivalent plus relevant experience. |
| 2 | 2 | 42,389 | 44,085 | 45,848 | As Above |
| 2 | 3 | 43,571 | 45,314 | 47,127 | As Above |
| 2 | 4 | 44,766 | 46,557 | 48,419 | As Above |

If the staff member holds a trade qualification relevant to the staff member's vocational employment classification, the staff member shall be paid an allowance at the rate of \$1,351 per year as at 1/07/06 in addition to the rates prescribed.

(iii)

(b) Vocational Instructor (Cook)

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 1 | 6 | 39,029 | 40,590 | 42,214 | Relevant Trade Certificate or TAFE Certificate in Hospitality (Commercial Cookery or Catering Operations) or equivalent, and Train Small Groups qualification or equivalent, or the willingness to obtain a relevant qualification. |
| 2 | 1 | 41,178 | 42,825 | 44,538 | Relevant Trade Certificate or TAFE Certificate in Hospitality (Commercial Cookery or Catering Operations) or equivalent, and Train Small Groups qualification or equivalent plus relevant experience. |
| 2 | 2 | 42,389 | 44,085 | 45,848 | As Above |
| 2 | 3 | 43,571 | 45,314 | 47,127 | As Above |
| 2 | 4 | 44,766 | 46,557 | 48,419 | As Above |

(c) Supervisory Allowance - Vocational Instructor (Cook), Frank Baxter and Cobham Juvenile Justice Centres

| Clause 15.2 | Description | Rate of Allowance |
|--|---|-------------------|
| Supervisory Allowance Vocational Instructor (Cook) Frank Baxter and Cobham Juvenile Justice Centres | Payable to an employee appointed to be in charge of up to and including five employees. | \$36.40 per week |

(iv) Unit Coordinator

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 4 | 1 | 48,904 | 50,860 | 52,894 | Completion of Certificate IV in Youth Work (Juvenile Justice) or Community Services or equivalent plus relevant experience. |
| 4 | 2 | 50,407 | 52,423 | 54,520 | As Above |
| 4 | 3 | 54,342 | 56,516 | 58,777 | As Above |
| 4 | 4 | 56,057 | 58,299 | 60,631 | As Above |

Table 1 (b) - Transport Stream - Entry, Promotion and Qualifications

(i) Youth Officer (Transport)

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualifications and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 1 | 6 | 39,029 | 40,590 | 42,214 | Completion of 3 modules from the Certificate III in Juvenile Justice or completion of 3 units of competence from the Certificate IV in Youth Work (Juvenile Justice); OR possession of Higher School Certificate or higher qualification; OR School Certificate or equivalent plus trade/ equivalent qualifications; OR School Certificate plus appropriate managerial/ supervisory experience. |
| 2 | 1 | 41,178 | 42,825 | 44,538 | Completion of Certificate III in Juvenile Justice or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) plus relevant experience. |
| 2 | 2 | 42,389 | 44,085 | 45,848 | As Above |
| 2 | 3 | 43,571 | 45,314 | 47,127 | As Above |
| 2 | 4 | 44,766 | 46,557 | 48,419 | Completion of Certificate IV in Youth Work (Juvenile Justice) plus relevant experience. |

Entry to Level 2 Year 2 is automatic upon advice of successful completion of Certificate III in Juvenile Justice or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) plus relevant experience.

Annual increments shall occur on the anniversary of the completion of Certificate III or 6 units of competence from the Certificate IV in Youth Work (Juvenile Justice) subject to satisfactory performance.

(ii) Unit Coordinator (Transport)

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification and Experience |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 4 | 1 | 48,904 | 50,860 | 52,894 | Completion of Certificate IV in Youth Work (Juvenile Justice) or Community Services or equivalent plus relevant experience. |
| 4 | 2 | 50,407 | 52,423 | 54,520 | As Above |

| | | | | | |
|---|---|--------|--------|--------|----------|
| 4 | 3 | 54,342 | 56,516 | 58,777 | As Above |
| 4 | 4 | 56,057 | 58,299 | 60,631 | As Above |

Table 1 (c) - Managerial Stream - Entry, Promotion and Qualifications

(i) Unit Manager

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|------------------------|------------------------|------------------------|---|
| 5 | 1 | 58,254 | 60,584 | 63,007 | Completion of Certificate IV in Youth Work (Juvenile Justice) or Community Services (or equivalent) and Certificate IV in Business (Frontline Management) or equivalent plus relevant experience. |
| 5 | 2 | 59,962 | 62,360 | 64,854 | As above |
| 5 | 3 | 61,757 | 64,227 | 66,796 | As above |
| 5 | 4 | 63,604 | 66,148 | 68,794 | As above |

(ii) Assistant Manager

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|------------------------|------------------------|------------------------|--|
| 6 | 1 | 66,255 | 68,905 | 71,661 | Completion of Diploma in Behavioural Science, Management or equivalent plus relevant experience. |
| 6 | 2 | 68,360 | 71,094 | 73,938 | As Above |
| 6 | 3 | 70,397 | 73,213 | 76,142 | As Above |
| 6 | 4 | 72,377 | 75,272 | 78,283 | As Above |

(iii) Assistant Manager (Client Services)

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|------------------------|------------------------|------------------------|---|
| 6 | 3 | 70,397 | 73,213 | 76,142 | Four (4) year degree in a relevant discipline plus relevant experience. |
| 6 | 4 | 72,377 | 75,272 | 78,283 | As Above |

(iv) Centre Manager

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|------------------------|------------------------|------------------------|--|
| 7 | 1 | 75,332 | 78,345 | 81,479 | Completion of Diploma in Behavioural Science, Management or equivalent plus relevant experience. |
| | 2 | 77,577 | 80,680 | 83,907 | As Above |
| 8 | 1 | 81,422 | 84,679 | 88,066 | Completion of Diploma in Behavioural Science, Management or equivalent plus relevant experience. |
| | 2 | 84,874 | 88,269 | 91,800 | As Above |
| 9 | 1 | 90,192 | 93,800 | 97,552 | Completion of Diploma in Behavioural Science, Management or equivalent plus relevant experience. |
| | 2 | 94,165 | 97,932 | 101,849 | As Above |

The Centre Manager position of Baxter Juvenile Justice Centre shall be in the Level 9 band.

The Centre Manager positions of Cobham, Reiby, and Juniperina Juvenile Justice Centres shall be in the Level 8 band.

The Centre Manager positions at Riverina, Keelong, Acmena and Orana Juvenile Justice Centres shall be in the Level 7 band.

Table 1 (c) - Counselling and Administrative Stream - Entry, Promotion and Qualifications

(i) Administrative

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|---------------------------|---------------------------|---------------------------|---------------|
| 1 | 3 | 35,027 | 36,428 | 37,885 | |
| | 4 | 36,322 | 37,775 | 39,286 | |
| | 5 | 37,638 | 39,144 | 40,710 | |
| | 6 | 39,029 | 40,590 | 42,214 | |
| 2 | 1 | 41,178 | 42,825 | 44,538 | |
| | 2 | 42,389 | 44,085 | 45,848 | |
| | 3 | 43,571 | 45,314 | 47,127 | |
| | 4 | 44,766 | 46,557 | 48,419 | |
| 3 | 1 | 46,036 | 47,877 | 49,792 | |
| | 2 | 47,422 | 49,319 | 51,292 | |
| 4 | 1 | 48,904 | 50,860 | 52,894 | |
| | 2 | 50,407 | 52,423 | 54,520 | |

(ii) Counsellors

| Level | Year | Salary FPP 01/07/04 | Salary FPP 01/07/05 | Salary FPP 01/07/06 | Qualification |
|-------|------|---------------------------|---------------------------|---------------------------|---|
| 2 | 1 | 41,178 | 42,825 | 44,538 | Completion of 3 year degree plus relevant experience. Completion of 3 year degree and 1 Year's service or completion of 4 year degree plus relevant experience. |
| | 4 | 44,766 | 46,557 | 48,419 | |
| 3 | 2 | 47,422 | 49,319 | 51,292 | As Above |
| 4 | 2 | 50,407 | 52,423 | 54,520 | As Above |
| | 3 | 54,342 | 56,516 | 58,777 | As Above |
| | 4 | 56,057 | 58,299 | 60,631 | As Above |
| 5 | 2 | 59,962 | 62,360 | 64,854 | As Above |
| | 3 | 61,757 | 64,227 | 66,796 | As Above |
| | 4 | 63,604 | 66,148 | 68,794 | As Above |

M. SCHMIDT J

CROWN EMPLOYEES (NATIONAL ART SCHOOL, ACADEMIC STAFF) SALARIES AND CONDITIONS AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3482 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete clause 8, Salaries, of the award published 2 June 2006 (359 I.G. 474), and insert in lieu thereof the following:

8. Salaries

- 8.1 Salaries and rates of pay shall be paid in accordance with this clause and Part B, Tables 1 and 2. The annual remuneration of classifications covered by this award shall be as set out in Table 1 - Salaries, and Table 2 - Other Rates and Allowances, of Part B, Monetary Rates.
- 8.2 The provisions of subclause 9.1 shall apply to the classifications set out in Table 1- Salaries of Part B, Monetary Rates, and to any such classification which, due to restructuring, has a title/name change during the life of this award.
- 8.3 The annual remuneration of salaries covered by this award shall be inclusive of all incidents of employment, except for the specific allowances as set out in this award
- 8.4 Salary packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed for the employee's classification by (insert relevant award reference) and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 8.4.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 8.4.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.
- 8.4.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:
 - 8.4.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and
 - 8.4.3.2 any administrative fees.

8.4.4 Where an employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

8.4.4.1 Superannuation Guarantee Contributions;

8.4.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

8.4.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

3. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES NSW ADULT MIGRANT ENGLISH SERVICE (TEACHERS AND RELATED EMPLOYEES) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3485 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete clause 9, Salary Packaging, of the award published 19 May 2006 (359 I.G. 169), and insert in lieu thereof the following:

9. Salary Packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed for the employee's classification by Part B, Table 1 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 9.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement, including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 9.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 9.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

9.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

9.3.2 any administrative fees.

- 9.4 Where the employee makes an election to salary package, the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

9.4.1 Superannuation Guarantee Contributions;

9.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

9.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (TEACHERS IN SCHOOLS AND RELATED EMPLOYEES) SALARIES AND CONDITIONS AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3484 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete clause 8, Salary Packaging, of the award published 30 June 2006 (359 I.G. 1114), and insert in lieu thereof the following:

8. Salary Packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed by Schedules 1, 4, 5, 6, 7 and 8 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 8.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 8.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 8.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

8.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

8.3.2 any administrative fees.

- 8.4 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

8.4.1 Superannuation Guarantee Contributions;

8.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

8.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (TEACHERS IN TAFE AND RELATED EMPLOYEES) SALARIES AND CONDITIONS AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3483 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete clause 8, Salary Packaging, of the award published 11 August 2006 (360 I.G. 500), and insert in lieu thereof the following:

8. Salary Packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed by Schedules 1, 4 and 7 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 8.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice to superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 8.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 8.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

8.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

8.3.2 any administrative fees.

- 8.4 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

8.4.1 Superannuation Guarantee Contributions;

8.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

8.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (INSTITUTE MANAGERS IN TAFE) SALARIES AND CONDITIONS AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3486 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete subclauses 3.2 and 3.3, of clause 3, Salary, of the award published 11 August 2006 (360 I.G. 500), and insert in lieu thereof the following:

3.2 Salary Packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed for the employee's classification by Schedule 1 of this award and any allowances paid to an employee which form part of the employee's salary for superannuation purposes.

- 3.2.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement, including salary sacrifice to superannuation, where they may convert up to 100% of their salary to:
 - (a) a motor vehicle (whether on a business/private split in accordance with subclause 3.3 or a novated lease under the Department's salary packaging scheme) and;
 - (b) the full range of benefits under the Department's salary packaging scheme, provided that no institute manager may package more than one motor vehicle at any given time whether on a business/private split in accordance with subclause 3.3 or a novated lease under the employer's salary packaging scheme.
- 3.2.2 Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.
- 3.2.3 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.
- 3.2.4 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:
 - 3.2.4.1 any fringe benefits tax liability arising from a salary packaging arrangement; and
 - 3.2.4.2 any administrative fees.
- 3.2.5 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual

salary which the employee would have been entitled to receive but for the salary packaging arrangement:

3.2.5.1 Superannuation Guarantee Contributions;

3.2.5.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

3.2.5.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

3.3 The motor vehicle benefit provided for in sub-clause 3.2.1 provides the institute manager with access to the use of a motor vehicle on a business/private basis in accordance with TAFE policy.

2. This variation is to take effect on and from 13 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES (CHIEF EDUCATION OFFICERS -
DEPARTMENT OF EDUCATION AND TRAINING) SALARIES AND
CONDITIONS AWARD 2006**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Education and Training.

(No. IRC 3502 of 2006)

Before The Honourable Justice Schmidt

22 November 2006

VARIATION

1. Delete subclause 5.6, of clause 5, Salaries and Other Remuneration, of the award published 2 June 2006 (359 I.G. 419), and insert in lieu thereof the following:

5.6 Salary packaging

For the purposes of this clause "salary" means the salary or rates of pay prescribed by Part B, Table 1 of this award and superable allowances.

- 5.6.1 An employee may, by agreement with the employer, enter into a salary packaging arrangement including salary sacrifice of superannuation where they may convert up to 100% of their salary to other benefits.

Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include but are not limited to, compulsory superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees, health fund premiums.

- 5.6.2 The terms and conditions of the salary packaging arrangement, including the duration as agreed between the employee and employer, will be provided in a separate written agreement, in accordance with the Department's salary packaging guidelines. Such agreement must be made prior to the period of service to which the earnings relate.

- 5.6.3 Salary packaging must be cost neutral for the employer. Employees must reimburse the employer in full for the amount of:

5.6.3.1 any fringe benefits tax liability arising from a salary packaging arrangement; and

5.6.3.2 any administrative fees.

- 5.6.4 Where the employee makes an election to salary package the following payments made by the employer in relation to an employee shall be calculated by reference to the annual salary which the employee would have been entitled to receive but for the salary packaging arrangement:

5.6.4.1 Superannuation Guarantee Contributions;

5.6.4.2 any salary-related payment including but not limited to allowances and workers compensation payments; and

5.6.4.3 payments made in relation to accrued leave paid on termination of the employee's employment or on the death of the employee.

2. The variation is to take effect on and from 17 November 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Electrical Trades Union of Australia, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 2724 of 2006)

Before Commissioner Cambridge

2 August 2006

VARIATION

1. Delete Table 4 - Expense Related Allowances of Part B, Monetary Rates of the award published 17 March 2006 (358 I.G. 1) and insert in lieu thereof the following:

Table 4 - Expense Related Allowances

PART B

MONETARY RATES

Table 4 - Expense Related Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|----------------------|--|-----------------|
| 1 | 4.3.3 | Motor Vehicle Allowance | 0.64/km |
| 2 | 4.4.3.1 | Daily Average Excess Fares, Construction Work etc, Allowance | 11.05 per day |
| 3 | 4.4.3.2.2.2 | Weekly Average Excess Fares Rate | 52.50 per week |
| 4 | 7.1.1 | Living Away from Home Allowance | 510.30 per week |
| 5 | 7.3.3.1 | Camping Allowance | 14.55 per day |
| 6 | 19.8.1 & 20.4.2.1 | Meal Allowance | 9.25 per meal |

2. This variation shall take effect from the first full pay period to commence on or after the 26 August 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

ELECTRICIANS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Electrical Trades Union of Australia, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 2724 of 2006)

Before Commissioner Cambridge

2 August 2006

VARIATION

1. Delete Table 4 - Expense Related Allowances, of the award published 29 June 2001 (325 I.G. 808), and insert in lieu thereof the following:

Table 4 - Expense Related Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------------------|--|----------------------------------|
| 1 | 6.3.3 | Motor Vehicle Allowance | 0.64/km |
| 2 | 6.4.3.1 & 6.4.3.2.1 | Daily Average Excess Fares, Construction Work etc, Allowance | 11.05 per day |
| 3 | 6.4.3.2.2.3 | Weekly Average Excess Fares Rate | 52.50 per week |
| 4 | 19.8 & 20.4.2.1 | Meal Allowance | 9.25per meal |
| 5 | 10.1 | Living Away From Home Allowance | 367.15 per week 52.00 per day |
| 6 | 10.4.3.1 | Camping Allowance | 14.55 per day |

2. This variation shall take effect from the first full pay period to commence on or after the 26 August 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(001)

SERIAL C5285

BUILDING AND CONSTRUCTION INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

FULL BENCH

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 5815 of 2005)

Before The Honourable Justice Wright, President
The Honourable Justice Walton, Vice-President
Mr Deputy President Grayson

8 December 2006

VARIATION

1. Delete subparagraphs 18.1.2.1, 18.1.2.2 and 18.1.2.3 of paragraph 18.1.2 Wage Rates - Apprentices, of the award published 31 August 2001 (327 I.G. 279), and insert in lieu thereof the following:

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

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

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 223.85 | 37 | 22.60 | 17.10 | 263.55 |
| 2nd year | 315.85 | 53 | 22.60 | 25.30 | 363.75 |
| 3rd year | 413.75 | 69 | 22.60 | 32.50 | 468.85 |
| 4th year | 477.05 | 80 | 22.60 | 38.70 | 538.35 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 247.75 | 41 | 22.60 | 17.10 | 287.45 |
| 2nd year | 339.75 | 57 | 22.60 | 25.30 | 387.65 |
| 3rd year | 437.65 | 73 | 22.60 | 32.50 | 492.75 |
| 4th year | 500.95 | 84 | 22.60 | 38.70 | 562.25 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 247.75 | 41 | 22.60 | 17.10 | 287.45 |
| 2nd year | 339.75 | 57 | 22.60 | 25.30 | 387.65 |

| | | | | | |
|----------|--------|----|-------|-------|--------|
| 3rd year | 461.60 | 77 | 22.60 | 32.50 | 516.70 |
| 4th year | 524.60 | 88 | 22.60 | 38.70 | 585.90 |

(ii) Trainee Apprentice

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 248.35 | 42 | 22.60 | 18.40 | 289.35 |
| 2nd year | 351.95 | 59 | 22.60 | 27.80 | 402.35 |
| 3rd year | 449.45 | 75 | 22.60 | 35.30 | 507.35 |
| 4th year | 501.85 | 84 | 22.60 | 40.10 | 564.55 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 272.25 | 46 | 22.60 | 18.40 | 313.25 |
| 2nd year | 375.85 | 63 | 22.60 | 27.80 | 426.25 |
| 3rd year | 473.35 | 79 | 22.60 | 35.30 | 531.25 |
| 4th year | 525.75 | 88 | 22.60 | 40.10 | 588.45 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 272.25 | 46 | 22.60 | 18.40 | 313.25 |
| 2nd year | 375.85 | 63 | 22.60 | 27.80 | 426.25 |
| 3rd year | 497.30 | 83 | 22.60 | 35.30 | 555.20 |
| 4th year | 549.70 | 92 | 22.60 | 40.10 | 612.40 |

18.1.2.2 Civil Engineering Construction Carpenters:

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 267.45 | 45 | 22.60 | 20.00 | 310.05 |
| 2nd year | 371.15 | 62 | 22.60 | 28.10 | 421.85 |
| 3rd year | 454.45 | 76 | 22.60 | 35.30 | 512.35 |
| 4th year | 533.65 | 89 | 22.60 | 41.10 | 597.35 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 291.35 | 49 | 22.60 | 20.00 | 333.95 |

| | | | | | |
|----------|--------|----|-------|-------|--------|
| 2nd year | 395.05 | 66 | 22.60 | 28.10 | 445.75 |
| 3rd year | 478.35 | 80 | 22.60 | 35.30 | 536.25 |
| 4th year | 557.55 | 93 | 22.60 | 41.40 | 621.25 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 291.35 | 49 | 22.60 | 20.00 | 333.95 |
| 2nd year | 395.05 | 66 | 22.60 | 28.10 | 445.75 |
| 3rd year | 502.30 | 84 | 22.60 | 35.30 | 560.20 |
| 4th year | 581.50 | 97 | 22.60 | 41.10 | 645.20 |

18.1.2.3 Pilot Three Year Bricklayers' Course

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

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

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 219.15 | 37 | 22.60 | 17.10 | 258.85 |
| 2nd six months | 316.15 | 53 | 22.60 | 17.10 | 355.85 |
| 2nd year | 407.65 | 68 | 22.60 | 25.30 | 455.55 |
| 3rd year | 471.65 | 79 | 22.60 | 32.50 | 526.75 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 243.05 | 41 | 22.60 | 17.10 | 282.75 |
| 2nd six months | 340.05 | 57 | 22.60 | 17.10 | 379.75 |
| 2nd year | 431.55 | 72 | 22.60 | 25.30 | 479.45 |
| 3rd year | 495.55 | 83 | 22.60 | 32.50 | 550.65 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 243.05 | 41 | 22.60 | 17.10 | 282.75 |
| 2nd six months | 340.05 | 57 | 22.60 | 17.10 | 379.75 |
| 2nd year | 431.55 | 72 | 22.60 | 25.30 | 479.45 |
| 3rd year | 519.50 | 87 | 22.60 | 32.50 | 574.60 |

(ii) Trainee Apprentices:

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

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 236.65 | 40 | 22.60 | 18.40 | 277.65 |
| 2nd six months | 343.45 | 57 | 22.60 | 27.80 | 393.85 |
| 2nd year | 433.95 | 73 | 22.60 | 27.80 | 484.35 |
| 3rd year | 480.65 | 80 | 22.60 | 35.30 | 538.55 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 260.55 | 44 | 22.60 | 18.40 | 301.55 |
| 2nd six months | 367.35 | 61 | 22.60 | 27.80 | 417.75 |
| 2nd year | 457.85 | 77 | 22.60 | 27.80 | 508.25 |
| 3rd year | 504.55 | 84 | 22.60 | 35.30 | 562.45 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------------|-----------------------------|--|---|--|-------------------------|
| 1st six months | 260.55 | 44 | 22.60 | 18.40 | 301.55 |
| 2nd six months | 367.35 | 61 | 22.60 | 27.80 | 417.75 |

| | | | | | |
|----------|--------|----|-------|-------|--------|
| 2nd year | 457.85 | 77 | 22.60 | 27.80 | 508.25 |
| 3rd year | 528.50 | 88 | 22.60 | 35.30 | 586.40 |

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

18.1.3 Adult Apprentices

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

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

(i) Indentured Apprentices:

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 355.25 | 59 | 22.60 | 17.10 | 394.95 |
| 2nd year | 355.25 | 59 | 22.60 | 25.30 | 403.15 |
| 3rd year | 415.65 | 69 | 22.60 | 32.50 | 470.75 |
| 4th year | 480.05 | 80 | 22.60 | 38.70 | 541.35 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 379.15 | 63 | 22.60 | 17.10 | 418.85 |
| 2nd year | 379.15 | 63 | 22.60 | 25.30 | 427.05 |
| 3rd year | 439.55 | 73 | 22.60 | 32.50 | 494.65 |
| 4th year | 503.95 | 84 | 22.60 | 38.70 | 565.25 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 403.10 | 67 | 22.60 | 17.10 | 442.80 |
| 2nd year | 403.10 | 67 | 22.60 | 25.30 | 451.00 |
| 3rd year | 463.50 | 77 | 22.60 | 32.50 | 518.60 |
| 4th year | 527.90 | 88 | 22.60 | 38.70 | 589.20 |

(ii) Trainee Apprentices:

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 355.25 | 59 | 22.60 | 18.40 | 396.25 |

| | | | | | |
|----------|--------|----|-------|-------|--------|
| 2nd year | 358.15 | 60 | 22.60 | 27.80 | 408.55 |
| 3rd year | 453.65 | 76 | 22.60 | 35.30 | 511.55 |
| 4th year | 504.35 | 84 | 22.60 | 40.10 | 567.05 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 379.15 | 63 | 22.60 | 18.40 | 420.15 |
| 2nd year | 382.05 | 64 | 22.60 | 27.80 | 432.45 |
| 3rd year | 477.55 | 80 | 22.60 | 35.30 | 535.45 |
| 4th year | 528.25 | 88 | 22.60 | 40.10 | 590.95 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 403.10 | 67 | 22.60 | 18.40 | 444.10 |
| 2nd year | 406.00 | 68 | 22.60 | 27.80 | 456.40 |
| 3rd year | 501.50 | 84 | 22.60 | 35.30 | 559.40 |
| 4th year | 552.20 | 93 | 22.60 | 40.10 | 614.90 |

18.1.3.2 Civil Engineering Construction Carpenters:

From 1 February 2007

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 355.25 | 59 | 22.60 | 20.00 | 397.85 |
| 2nd year | 375.25 | 63 | 22.60 | 28.10 | 425.95 |
| 3rd year | 458.55 | 77 | 22.60 | 35.30 | 516.45 |
| 4th year | 535.10 | 89 | 22.60 | 41.40 | 598.80 |

From 1 February 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 379.15 | 63 | 22.60 | 20.00 | 421.75 |
| 2nd year | 399.15 | 67 | 22.60 | 28.10 | 449.85 |
| 3rd year | 482.45 | 81 | 22.60 | 35.30 | 540.35 |
| 4th year | 559.00 | 93 | 22.60 | 41.40 | 622.70 |

From 1 November 2008

| Year | Base Rate Per Week \$ | Percentage relative to CW3 Trade Rate % | Industry Allowance Per Week \$ | Special Allowance Per Week \$ | Total Per Week \$ |
|----------|-----------------------------|--|---|--|-------------------------|
| 1st year | 403.10 | 67 | 22.60 | 20.00 | 445.70 |
| 2nd year | 423.10 | 71 | 22.60 | 28.10 | 473.80 |

| | | | | | |
|----------|--------|----|-------|-------|--------|
| 3rd year | 506.40 | 85 | 22.60 | 35.30 | 564.30 |
| 4th year | 582.95 | 97 | 22.60 | 41.40 | 646.65 |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 8 December 2006.

F. L. WRIGHT *J, President.*
M. J. WALTON *J, Vice-President.*
J. P. GRAYSON *D.P.*

Printed by the authority of the Industrial Registrar.

(001)

SERIAL C5212

BUILDING AND CONSTRUCTION INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

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

- (a) Wage Rates - New Classification Structure

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

| Classification | Weekly Rate \$ | Relativity % |
|--------------------------------------|-------------------|-----------------|
| Construction Worker Level 8 (CW8) | 702.60 | 125 |
| Construction Worker Level 7 (CW7) | 679.70 | 120 |
| Construction Worker Level 6 (CW6) | 658.90 | 115 |
| Construction Worker Level 5 (CW5) | 640.00 | 110 |
| Construction Worker Level 4 (CW4) | 619.20 | 105 |
| Construction Worker Level 3 (CW3) | 598.30 | 100 |
| Construction Worker Level 2 (CW2) | 579.60 | 96 |
| Construction Worker Level 1 (CW1(d)) | 566.20 | 92.4 |
| Construction Worker Level 1 (CW1(c)) | 554.60 | 90 |
| Construction Worker Level 1 (CW1(b)) | 546.20 | 88 |
| Construction Worker Level 1 (CW1(a)) | 533.70 | 85 |

| Old Wage Group | New Wage Group \$ | Hourly Rate \$ |
|--|----------------------|-------------------|
| Carpenter Diver | CW8 | 25.91 |
| Foreperson (as defined) | CW8 | 22.73 |
| Sub Foreperson | CW7 | 21.49 |
| Carver | CW5 | 18.85 |
| Special Class Tradesperson (Carpenter and/or Joiner, Stonemason) | CW5 | 18.85 |
| Special Class Tradesperson (Plasterer) | CW5 | 18.74 |
| Special Class Tradesperson (Bricklayer) | CW5 | 18.66 |
| Marker or Setter Out (Artificial Stoneworker, Stonemason, Bridge and Wharf Carpenter, Carpenter and/or Joiner, Marble and Slateworker) | CW4 | 18.29 |
| Marker or Setter Out (Caster, Fixer, Floorlayer Specialist, Plasterer) | CW4 | 18.17 |
| Marker or Setter Out (Bricklayer, Tilelayer, Hard Floor Coverer) | CW4 | 18.09 |
| Marker or Setter Out (Roof Tiler, Slate Ridger or Roof Fixer) | CW4 | 17.97 |
| Marker or Setter Out (Painter) | CW4 | 17.79 |
| Letter Cutter | CW4 | 18.29 |
| Signwriter | CW4 | 17.79 |
| Artificial Stoneworker, Carpenter and/or Joiner, Bridge and Wharf Carpenter, Marble and Slate Worker, Stonemason, | CW3 | 17.72 |

| | | |
|---|--------|-------|
| Caster, Fixer, Floorlayer Specialist, Plasterer | CW3 | 17.60 |
| Bricklayer, Tilelayer | CW3 | 17.53 |
| Roof Tiler, Slate Ridger, Roof Fixer | CW3 | 17.40 |
| Painter, | CW3 | 17.22 |
| Shophand | CW3 | 17.06 |
| Quarryworker | CW3 | 17.06 |
| Labourer (1) - Rigger, Dogger | CW3 | 17.06 |
| Machinist | CW3 | 17.06 |
| Labourer (2) - Scaffolder (as defined), Powder Monkey, Hoist or Winch Driver, Foundation Shaftworker (as defined), Steel Fixer including Tack Welder, Concrete Finisher (as defined) | CW2 | 16.55 |
| Labourer (3) - Trades labourer, Jack Hammerman, Mixer Driver (concrete), Gantry Hand or Crane Hand, Crane Chaser, Cement Gun Operator, Concrete Cutting or Drilling Machine Operator, Concrete Gang including Concrete Floater (as defined), Roof Layer (malthoid or similar material), Dump Cart Operator, Concrete Formwork stripper, Mobile Concrete Pump Hoseman or Line Hand | CW1(d) | 16.19 |
| Plasterer's Assistant | CW1(d) | 16.19 |
| Terrazzo Assistant | CW1(d) | 16.19 |
| Labourer (4) - Builders Labourer other than as specified herein) | CW1(c) | 15.87 |

2. Delete paragraph (a), of subclause 24.3, of clause 24, Allowances, and insert in lieu thereof the following:

- (a) A tool allowance shall be paid for all purposes of the Award to tradesperson and apprentices in their respective trades in accordance with the following table:

| Trade | Tool Allowance \$ |
|--|----------------------|
| Artificial stoneworker, carpenter and/or joiner, carpenter-diver, carver, bridge and wharf carpenter, letter cutter, marble and slate worker, stonemason | 24.20 |
| Caster, fixer, floorlayer specialist, plasterer | 20.00 |
| Bricklayer, Tilelayer, Hard Floor Coverer | 17.10 |
| Rooftiler, Ridger or Roof Fixer | 12.60 |
| Signwriter, Painter | 5.80 |

3. Delete paragraphs (a) and (c), of subclause 24.4, of the said clause 24, and insert in lieu thereof the following:

- (a) After six weeks employment, and on request of the employee, an allowance of \$68.40 shall be provided for the purchase of boots. The same allowance will be provided to cover the cost of replacement boots, provided that the allowance need not be paid more than once in any six month period dating from the time the allowance is first provided.
- (c) Employees provided with the allowance, or the boots, will accrue credit at the rate of \$3.40 per week from the date of the request. An employee leaving, or being dismissed, before twenty weeks employment after the date of the request will repay the difference between the credit accrued and the \$68.40.

4. Delete the amount of "\$10.50" appearing in subclause 24.6, of the said clause 24, and insert in lieu thereof the following:

\$10.90.

5. Delete the amount of "\$1348.00" appearing subparagraph 24.7.2(a), of the said clause 24, and insert in lieu thereof the following:

\$1402.00

6. Delete subclause 37.12, of clause 37, Living Away From Home - Distant Work, and insert in lieu thereof the following:

37.12 Table of Allowances

| Item No. | Clause No. | Description | Amount \$ |
|----------|--------------|---|--------------|
| 1 | 37.3(b) | Living away from home weekly rate | 381.10 |
| 2 | 37.3 | Living away from home daily rate | 54.50 p/d |
| 3 | 37.4(a)(iii) | Meals while travelling | 10.90 p/meal |
| 4 | 37.4 | Return journey | 18.40 |
| 5 | 37.6 (a) | Returning to usual place of residence for a weekend while on distant work Apprentices and Builders' Labourers | 31.10 |
| 6 | 37.7(b) | Weekly camping rate | 153.50 p/w |
| 7 | 37.7(b) | Daily camping rate | 22.00 p/d |

7. Delete subclause 38.12, of clause 38, Fares And Travel Patterns Allowance, and insert in lieu thereof the following:

38.12 Table of Fares and Travel Patterns Allowances

| Item No. | Clause No. | Description | Amount \$ |
|----------|------------|---|--------------|
| 1 | 38.1.1(a) | Fares within the counties | 15.40 p/d |
| 2 | 38.1.1(b) | Fares within a 50 kilometre radius | 15.40 p/d |
| 3 | 38.4.1(b) | Use of own vehicle outside radial ares | 0.44 p/km |
| 4 | 38.8.2 | Use of own vehicle transferring between sites | 0.83 p/km |
| 5 | 38.11.1 | Apprentices fares | |
| | | 1st year | 14.30 p/d |
| | | 2nd year | 14.80 p/d |
| | | 3rd year | 14.90 p/d |
| | | 4th year | 15.10 p/d |

8. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(058)

SERIAL C5213**BUILDING EMPLOYEES MIXED INDUSTRIES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Part B, Monetary Rates, of the award published 16 November 2001 (329 I.G. 577), and insert in lieu thereof the following:

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

| | Base Rate \$ | Supplementary payment \$ | SWC Adjustments \$ | Tool Allowance \$ | Ordinary Weekly Rate \$ |
|---|-----------------|--------------------------------|--------------------------|-------------------------|-------------------------------|
| Carpenters & Joiners | 367.30 | 38.20 | 173.00 | 24.20 | 602.70 |
| Bricklayers | 367.30 | 38.20 | 171.00 | 17.10 | 593.60 |
| Plumbers including: Gasfitters & Drainers | 369.60 | 38.00 | 173.00 | 24.20 | n/a |
| Painters, Including: Signwriters, Marblers, Grainers & Artworkers | 367.30 | 38.00 | 173.00 | 5.80 | n/a |

Builders Labourer

| Classification | Previous Ordinary Weekly Rate \$ | SWC Adjustments \$ | Current Ordinary Weekly Rate \$ |
|--|---|--------------------------|--|
| 1. Rigger, Dogger | 431.40 | 104.00 | 535.40 |
| 2. Scaffolders (as defined), powder monkey hoist or winch driver, foundation shaftperson (as defined), concrete finisher (as defined), steel fixer including tack welder | 420.20 | 104.00 | 524.20 |
| 3. Bricklayer's labourer, plasterer's labourer, assistant rigger (as defined), assistant powder monkey (as defined) demolition work (after 3 months experience) gear hand, pile driver (concrete), hammerperson, mixer driver (concrete), steel erector, aluminium alloy structural erectors, (whether pre-fabricated or otherwise), gantry hand or crane hand, crane chaser, cement gun operator, concrete cutting or drilling machine operator, concrete gang including concrete floater (as defined), roof layer (malthoid or similar material) dump cart | 408.00 | 104.00 | 512.00 |

| | | | |
|--|--------|--------|--------|
| operator, under pinner, steel or bar bender to pattern or plan, concrete formwork stripper | | | |
| 4. Builder's labourer employed on work other than that specified in (1) to (3) hereof | 384.20 | 104.00 | 488.20 |

Apprentices

Carpenters/Joiners/Bricklayers/Painters

| | Indentured \$ | Trainees \$ |
|----------|------------------|----------------|
| 1st Year | 200.70 | 225.10 |
| 2nd Year | 293.50 | 329.40 |
| 3rd Year | 388.60 | 427.00 |
| 4th Year | 454.40 | 479.60 |

Plumbers

| | \$ | \$ |
|----------|--------|--------|
| 1st Year | 202.60 | 228.80 |
| 2nd Year | 296.10 | 332.80 |
| 3rd Year | 390.00 | 430.50 |
| 4th Year | 458.70 | 484.30 |

Table 2 - Allowances

| Item | Clause | Description | Amount \$ |
|----------------------|-------------------|--|----------------|
| 1 | 16.1 | Tool Allowance Carpenter/Joiner | 24.20 per week |
| | 16.1 | Bricklayer | 17.10 per week |
| | 16.2 | Plumber | 24.20 per week |
| | 16.3 | Painter | 5.80 per week |
| | 16.4 | Plumber - Registration Allowance | 0.50 per hour |
| 2 | 16.2.2 | Adjustments Ships Plumber | 0.26 per hour |
| | 16.2.3 | Drainer (amount to be deducted) | 0.05 per hour |
| | 16.3.2 | Signwriter | 0.41 per hour |
| | 16.3.3 | Marbler and Grainer | 0.41 per hour |
| | 16.3.4 | Ship Painter | 0.33 per hour |
| | 16.3.5 | Casual Ships Painter | 12.93 per day |
| | 16.3.6 | Signwriter, Grainer, Gilder on Ship work | 0.71 per hour |
| | 16.3.7(a) | Artworker Grade 2 | 0.40 per hour |
| 16.3.7(b) | Artworker Grade 1 | 0.73 per hour | |
| All Employees | | | |
| 3 | 17.2.1 | Insulation | 0.63 per hour |
| 4 | 17.2.2 | Hot Work between 46 and 54 degrees | 0.51 per hour |
| | | exceeding 54 degrees | 0.63 per hour |
| 5 | 17.2.3 | Cold Work | 0.51 per hour |
| 6 | 17.2.4 | Confined Spaces | 0.63 per hour |
| 7 | 17.2.5 | Swing Scaffold | 3.69 |
| | | first four hours every hour after | 0.72 per hour |
| 8 | 17.2.6 | Wet Work | 0.51 per hour |
| 9 | 17.2.7 | Dirty Work | 0.51 per hour |

| | | | |
|---|-----------------------------|--|--|
| 10 | 17.2.8 | Towers Allowance above 15 meters in height each additional 15 meters | 0.51 per hour 0.51 per hour |
| 11 | 17.2.9 | Toxic Substances preparation and application when air conditioning plant not operating Close Proximity to employees so engaged | 0.63 per hour 0.41 per hour 0.51 per hour |
| 12 | 17.2.11 | Computing Quantities All Trades except Plumbers Plumbers | 3.69 per day 0.51 per hour |
| 13 | 17.2.12 | Asbestos Eradication | 1.71 per hour |
| Carpenters, Joiners and Bricklayers Only | | | |
| 14 | 17.3.1 | Roof Work | 0.63 per hour |
| 15 | 17.3.2 | Ship Repair | 12.40 per week |
| 16 | 17.3.3 | Second Hand Timber | 2.01 per day |
| 17 | 17.3.4 | Acid Work | 1.35 per hour |
| 18 | 17.3.5 | Cleaning Down Brick Work | 0.46 per hour |
| 19 | 17.3.6 | Bagging | 0.46 per hour |
| 20 | 17.3.7 | Brick Cutting Machine | 0.63 per hour |
| 21 | 17.3.8 | Heavy Blocks weighting over 5.5 kg and under 9 kg weighting over 9 kg and under 18 kg weighting over 18 kg | 0.51 per hour 0.93 per hour 1.30 per hour |
| Carpenters, Joiners, Bricklayers and Painters | | | |
| 22 | 17.4.1 | Tunnel and Shaft | 0.63 per hour |
| 23 | 17.4.2 | Furnace Work | 1.35 per hour |
| 24 | 17.4.3 | Explosive Power Tools | 1.21 per hour |
| Plumbers Only | | | |
| 25 | 17.5.1 | Chokages | 5.81 per day |
| 26 | 17.5.2 | WC's Urinals | 0.63 per hour |
| 27 | 17.5.3 | Height Work | 0.51 per hour |
| 28 | 17.5.4 | Lead Burner Lead Burner in Chemical Works Oxyacetylene or Electric Welding Certificate Welding in Compliance with AS4041-1998 Welding other than under 17.5.4(c) | 0.64 per hour 0.85 per hour 0.46 per hour 0.67 per hour Min per day \$ 5.17 0.12 per hour |
| 29 | 17.5.5 | Using or in close proximity to Asbestos | 0.63 per hour |
| 30 | 17.5.6 | Slaughter Yards | 1.21 per hour |
| 31 | 17.5.7 | Roof Work | 0.71 per hour |
| 32 | 17.5.8 | Use of Licences Plumber's Licence Gasfitter's Licence Drainer's Licence Plumber's and Drainer's Licence Plumber's and Gasfitter's Licence Gasfitter and Drainers Licence | 0.78 per hour 0.78 per hour 0.68 per hour 1.05 per hour 1.05 per hour 1.46 per hour |
| 33 | 17.5.9 (a) (b) (c) | District Allowance | 0.83 per hour 1.35 per hour 1.35 per hour |
| Ship Plumbers | | | |
| 34 | 17.6.1 | Ballast and Oil Tanks | 0.63 per hour |
| 34 | 17.6.2 | Bilges | 0.46 per hour |
| 38 | 17.6.3 | Diesel Engines | 0.46 per hour |

| Painters | | | |
|--------------------|----------------|--|--|
| 37 | 17.7.2 | Height Work | 0.46 per hour |
| 38 | 17.7.3 | Use of Rigging or Scaffold Certificate | 0.51 per hour |
| 39 | 17.7.4 | Spray Allowance | 0.51 per hour |
| 40 | 17.7.5 | Power Tools | 0.51 per hour |
| Builders Labourers | | | |
| 41 | 16.4.2 | Builders Labourer engaged on maintenance | 13.43 per week |
| | 16.4.3 | Builders Labourer other than on maintenance | 9.00per week |
| 42 | 17.8.1 | Work on Acid Resistant Brick Work | 0.48 per hour |
| | 17.8.2 | Boilers, furnaces, Kilns, etc | 0.48 per hour |
| 43 | 17.9.1 | Apprentices use of Rigging or Scaffold Certificate | 0.51 per hour |
| 44 | 18 | Leading Hand Carpenters and Bricklayers In charge of: not more than 1 person more than 2 but not more than 5 persons more than 5 but not more than 10 persons more than 10 persons | Per week 14.50 per week 31.80 per week 40.60 per week 54.10 per week |
| | | Plumbers In charge of: up to 2 journeypersons 3 to 5 journey persons 5 to 10 journeypersons over 10 journeypersons | 0.69 per hour 0.82 per hour 1.05 per hour 1.35 per hour |
| | | Painters In charge of: 1 to 5 journeypersons (and/or apprentices) 6 to 15 journeypersons (and/or apprentices) more than 15 journeypersons (and/or apprentices) | 6.38 per day 7.96 per day 10.88 per day |
| | | Builders' Labourers In charge of not less than 2 nor more than 5 persons not less than 5 nor more than 10 persons more than 10 persons | 26.30 per week 33.00 per week 44.50 per week |
| 45 | 20.3.2 | Ships Work - Special Places | 0.46 per hour |
| 46 | 20.3.3 | Insulations with granulated cork | 0.46 per hour |
| 47 | 20.4 | Removal Bitumous Compounds | 0.46 per hour |
| 48 | | Industry Allowance | 22.60 |
| 49 | 15.2 | Overtime Meal Allowance | 10.90 per meal |
| 50 | 22.3.1(b) | Living Away from Home - Weekly | 381.10 per week |
| 51 | 22.3.1(c) | Living Away from Home - Daily | 54.50 per day |
| 52 | 22.4.1(a)(iii) | Travel Expenses - Meal | 10.90 per meal |
| 53 | 22.4.1(b)(i) | Return Journey | 18.40 per occasion |
| 54 | 22.6.5 | Weekend Return Home | 31.10 per occasion |
| 55 | 24.1.1 | First Aid Allowance | 2.11 per day |
| 56 | 26.2.1 | Loss of Tools and Clothing | 1402.00 |

2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

GLASS WORKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Table 2 - Other Rates and Allowances, of Part B Monetary Rates, of the award published 20 April 2001 (324 I.G. 84), and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

Work Related Allowances

1. Call Out and Availability Allowance (Clause 10)

| | |
|-------|---------|
| (i) | \$21.10 |
| (ii) | \$71.40 |
| (iii) | \$80.20 |
| (iv) | \$89.10 |

2. Leading Hand (Clause 51)

| | | |
|-------|--------------------------|--------|
| (i) | 2 and up to 5 employees | \$5.31 |
| (ii) | 5 and up to 10 employees | \$6.68 |
| (iii) | more than 10 employees | \$8.94 |

3. Construction Work (clause 15)

| | | |
|------|----------|---------|
| (i) | per day | \$4.50 |
| (ii) | per week | \$22.50 |

4. Special Loading \$84.44 (clause 51)

Expense Related Allowances

5. Meal Allowance (Clause 29)

| | |
|------|---------|
| (i) | \$11.50 |
| (ii) | \$11.50 |

6. Country Work (Clause 17)

| | |
|-------|---------|
| (i) | \$14.50 |
| (ii) | \$67.00 |
| (iii) | \$18.70 |

7. Compensation for Clothes & Tools (Clause 14)

\$1402.00

8. Tool Allowance (Clause 49)
 - (i) \$5.80 per week
 - (ii) \$5.80 per week
 9. Car Allowance per km (Clause 11)

\$0.83
 10. First Aid Allowance (Clause 20)

\$2.33 per day
- General Conditions (clause 21)
11. Work at Height (clause 21(1))
 - (i) \$2.97
 - (ii) \$2.97
 - (iii) \$5.32
 - (iv) \$10.04
 - (v) \$3.41
 - (vi) \$2.97
 - (vii) \$2.60
 - (viii) \$5.32
 - (ix) \$10.04
 12. Multi-Storey Allowance (Clause 21(2))
 - (i) \$0.38
 - (ii) \$0.46
 - (iii) \$0.72
 - (iv) \$0.94
 - (v) \$1.15
 13. General (clause 21(3))
 - (i) \$0.48
 - (ii) \$0.59
 - (iii) \$0.48 between 46°c & 54°c/\$0.57 exceeding 54°c
 - (iv) \$0.48
 - (v) \$0.59
 - (vi) \$0.48
 14. Collecting Monies (clause 21(3))
 - (i) \$7.77
2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

JOINERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Table 2 - Other Rates and Allowances of Part B Monetary Rates, of the award published 26 October 2001 (328 I.G. 1142) and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|--------------|--|---|
| 1. | 9.4 | Leading Hands In charge of not more than 1 person In charge of 2 and not more than 5 persons In charge of 6 and not more than 10 persons In charge of more than 10 persons | 14.50 per week 31.80 per week 40.60 per week 54.10 per week |
| 2. | 17. | Industry Allowance | 22.60 per week |
| 3. | 18.1 | Tool Allowance: Carpenter and/or Joiner, Shopfitter or Shopfitter and Joiner Carpenter and Joiner Joiner Special Class Joiner - Setter Out Joiner Assembler A | 24.20 per week 24.20 per week 24.20 per week 24.20 per week 24.20 per week 7.20 per week |
| 4. | 18.1 | Shopfitter and/or Joiner Apprentices: Tool Allowance | 24.20 per week |
| 5. | 20.1(a) | Handling insulating material or working in its immediate vicinity. | 0.63 per hour |
| 6. | 20.1(b) | Working where temperature raised by artificial means to between 46 and 54 degrees Celsius Exceeding 54 degrees Celsius | 0.51 per hour 0.63 per hour |
| 7. | 20.1(c) | Working where temperature is reduced by artificial means to below 0 degrees Celsius | 0.51 per hour |
| 8. | 20.1(d) | Working in a confined space | 0.63 per hour |
| 9. | 20.1(e) | Engaged in unusually dirty work | 0.51 per hour |
| 10. | 20.1(f) | Whilst working with second hand timber, an employee's tools are damaged by nails, dumps or other foreign matter. | 2.01 per day |
| 11. | 20.1(g) | Required to compute or estimate quantities of materials in respect to work performed by other employees | 3.69 per day |
| 12. | 20.1(i) | Using an explosive-powered tool | 1.21 per day |
| 13. | 20.1(j)(iii) | Using toxic substances or like materials Working in close proximity to employees so engaged | 0.63 per hour 0.51 per hour |
| 14. | 20.1(k) | Using materials containing asbestos or working in close proximity to employees using such materials | 0.63 per hour |
| 15. | 20.1(l) | If a grindstone or wheel is not made available, the employer shall pay each joiner | 5.43 per week |
| 16. | 20.1(m)(iii) | Engaged in asbestos eradication | 1.72 per hour |

| | | | |
|-----|---------|---|--------------|
| 17. | 27 | Meal allowance after working one and a half hours overtime. | 10.90 |
| 18. | 39.1 | First Aid Minimum qualifications | 2.17 per day |
| 19. | 41.2(a) | Maximum amount of reimbursement for loss of tools or clothes. | 1402.00 |

2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(357)

SERIAL C5216

GOVERNMENT RAILWAYS (BUILDING TRADES CONSTRUCTION STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete the amount of "\$10.50" appearing in subclause (iii) of clause 5, Overtime, of the award published 13 May 2005 (350 I.G. 1070), and insert in lieu thereof the following:

\$10.90

2. Delete subclause (i) of clause 6, Rates of Wages, Tools and Special Allowances, and insert in lieu thereof the following:

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

| Classification | Base* rate per wk \$ | Tool Allowance per wk \$ | Special Allowance per wk \$ | Additional loading per wk \$ | Trades- persons' Allowance per wk \$ | SWC 2000-2006 \$ | Total \$ per wk \$ |
|---|-------------------------------|-----------------------------------|--------------------------------------|---------------------------------------|--|------------------------|--------------------------|
| Bricklayer | 366.00 | 17.10 | 12.88 | 59.87 | 16.25 | 119.00 | 591.10 |
| Bridge Carpenter | 366.00 | 24.20 | 12.88 | 59.87 | 16.25 | 119.00 | 598.20 |
| Carpenter and Joiner | 366.00 | 24.20 | 12.88 | 59.87 | 16.25 | 119.00 | 598.20 |
| Painter | 366.00 | 5.80 | 12.88 | 59.87 | 16.25 | 119.00 | 579.80 |
| Signwriter | 375.80 | 5.80 | 12.88 | 59.87 | 16.25 | 119.00 | 579.60 |
| Plaster and Fibrous Plaster Fixer | 366.00 | 20.00 | 12.88 | 59.87 | 16.25 | 119.00 | 594.00 |
| Plumber and Gasfitter | 369.10 | 24.20 | 12.88 | 59.87 | 16.25 | 101.00 | 603.30 |

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

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

3. Delete the amount of "\$356.50" appearing in subclause (v), of clause 12, Distant Jobs and insert in lieu thereof the following:

\$381.10

4. Delete the amount of "\$10.50" appearing in subclause (viii), of the said clause 12, and insert in lieu thereof the following:

\$10.90

5. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

GOVERNMENT RAILWAYS (BUILDING TRADES MAINTENANCE STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete the amount of "\$10.20" appearing in subclause (vi) of clause 4, Overtime, of the award published 13 May 2005 (350 I.G. 1052), and insert in lieu thereof the following:

\$10.50

2. Delete subclause (i) of clause 5, Rates of Wages, Tool and Special Allowances, and insert in lieu thereof the following:

5. Rates of Wages, Tool and Special Allowances

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

| Classification | Base* rate per wk | Tool Allowance per wk | Special Allowance per wk | Additional loading per wk | Trades- persons' Allowance per wk | SWC 2000-2006 | Total \$ per wk |
|---|----------------------|-----------------------------|--------------------------------|---------------------------------|--|------------------|--------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Bricklayer | 366.00 | 17.10 | 12.88 | 59.87 | 16.25 | 119.00 | 591.10 |
| Bridge Carpenter | 366.00 | 24.20 | 12.88 | 59.87 | 16.25 | 119.00 | 598.20 |
| Carpenter and Joiner | 366.00 | 24.20 | 12.88 | 59.87 | 16.25 | 119.00 | 598.20 |
| Painter | 366.00 | 5.80 | 12.88 | 59.87 | 16.25 | 119.00 | 579.80 |
| Signwriter | 375.80 | 5.80 | 12.88 | 59.87 | 16.25 | 119.00 | 579.60 |
| Plaster and Fibrous Plaster Fixer | 366.00 | 20.00 | 12.88 | 59.87 | 16.25 | 119.00 | 594.00 |
| Plumber and Gasfitter | 369.10 | 24.20 | 12.88 | 59.87 | 16.25 | 101.00 | 603.30 |

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

3. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Table 2 - Other Rates and Allowances of Part B Monetary Rates, of the award published 16 November 2001 (329 I.G. 625), and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

| Item | Clause | Brief Description | Amount \$ |
|------|---------------|---|--|
| 1 | 5(5)(i) | Operator in charge of plant | 14.16 per week |
| 2 | 5(5)(ii)(a) | Industry allowance | 22.60 per week |
| 4 | 5(5)(iii) | Employees engaged in waste disposal depots | 1.05 per hour |
| 5 | 5(5)(iv) | Leading hands - In charge of more than 2 and up to 5 employees In charge of more than 5 and up to 10 employees In charge of more than 10 employees | 20.00 per week 28.20 per week 35.90 per week |
| 6 | 5(5)(v) | Special Allowance - Employees within A.I. & S, Port Kembla | 0.80 per hour |
| 7 | 5(5)(vi) | Employees involved in road construction work in the Illawarra region near coal wash | 0.51 per hour |
| 8 | 14(ii) | Meal Allowance each subsequent meal | 10.90 per meal 9.00 per meal |
| 9 | 5(2) | Floating/Mobile/other cranes for every 5 tonnes in excess of 20 tonnes | 1.73 |
| 10 | 31(i)(a) | Excess Fares Small Fares | 15.40 per day 5.90 per day |
| | 31(i)(b) | Travel Pattern Loading | 7.25 per week |
| 11 | 31(iv)(a) | Travel in excess of 40 kilometres from the depot Minimum Payment | 0.83 per km 15.40 per day |
| | 31(iv)(b) | Use of Own Vehicle | 0.83 per km |
| | 31(iv)(c) | Road Escort - Own Vehicle | 0.83 per km |
| | 31(iv)(d) | Transfer - One job to another Own Vehicle | 0.83 per km |
| 12 | 31(v) | Carrying of Fuels Oils and/or grease | 8.54 per day |
| 13 | | Country Work Allowance | |
| | 33(iii)(a) | Unbroken Week | 381.10 per week |
| | 33(iii)(b) | Broken Week | 54.50 per day |
| 14 | 33(iii)(c)(1) | Travel Allowance - Weekend Return | 31.10 per occasion |
| 15 | 33(v) | Meal Allowance whilst travelling | 10.90 per meal |
| 16 | 34(xv)(a) | Camping Area - Weekend return | 31.10 per occasion |
| 17 | 35(ii) | Caravan Allowance | |
| | | Unbroken Week | 177.90 per week |
| | | Broken Week | 25.40 per day |

| | | | |
|----|----------------|--|---------------|
| 18 | 37(i) | Employees working in the west and north districts of the State | 1.08 per day |
| | | Employees working in the western districts of the State | 1.78 per day |
| 19 | 37(ii) | Employees working in the southern districts of the State | 1.78 per day |
| 20 | 38(x)(c)(v)(A) | First-Aid Allowance | 2.17 per day |
| 21 | 38(x)(c)(v)(B) | First-Aid Allowance | 3.42 per day |
| 22 | 38(xi)(d) | Employee engaged in lime work | 0.51 per hour |

2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

BUILDING CRANE DRIVERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Table 2 - Other Rates and Allowances of Part B - Monetary Rates, of the award published 22 April 2005 (350 I.G. 345), and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------------|--|---|
| 1. | 8(iii) | Overtime meal allowance | 10.90 per meal |
| 2. | 8 (iii) (a) | Meal interval | 10.90 per meal |
| 3. | 10A(i) | Travel Allowance | 14.20 per day |
| 4. | 10A(ii) | Travel within 50 km from depot | 14.20 per day |
| 5 | 10 I (ii) | Transfer of Work Sites | 0.83 cents per klm |
| 6. | 10 D (i)(b) | Excess travel | 0.42 cents per klm |
| 7. | 10M | Travelling time allowance | 9.15 per week |
| 8. | 11 (iii) (b) | Living away from home weekly rate | 381.10 per week |
| 9. | 11 (iii) (b) | Living away from home daily rate | 54.50 per day |
| 10. | 11 (v) (c) (iii) | Meals while travelling | 10.90 p/meal |
| 11. | 11 (vi) | Return journey | 18.40 |
| 12. | 11 (xi) (b) | Weekly camping rate | 152.90 per week |
| 13. | 11 (xi) (b) | Daily camping rate | 21.90 per day |
| 14. | 12A | Industry Allowance | 22.60 per week |
| 15. | 12B | Multi Storey Allowance - From 4th floor level to 10th floor level From 11th floor level to 15th floor level From 16th floor level to 20th floor level From 21st floor level to 25th floor level From 26th floor level to 30th floor level From 31st floor level to 40th floor level From 41st floor level to 50th floor level From 51st floor level to 60th floor level From 61st floor level onwards | 0.45 per hour extra 0.51 per hour extra 0.60 per hour extra 0.76 per hour extra 0.93 per hour extra 0.98 per hour extra 1.12 per hour extra 1.29 per hour extra 1.36 per hour extra |
| 16. | 12C | Towers Allowance Up to 15 metres For every additional 15 metres | 0.51 per hour 0.51 per hour |
| 17. | 12D(ii) | Dirty work | 0.51 per hour extra |

2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

ENGINE DRIVERS, &c., GENERAL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete Item 13, of Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, of the award published 2 November 2001 (329 I.G. 164), and insert in lieu thereof the following:

| | | | |
|-----|---------|-------------------------|---------------------------------------|
| 13. | 23.3(a) | Overtime Meal Allowance | Eff. 11/09/06 \$10.90 per occasion |
|-----|---------|-------------------------|---------------------------------------|

2. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (SKILLED TRADES) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

1. Delete from Table 2 - Tool Allowances of Part B, Rates and Allowances, of the award published 13 August 2004 (345 I.G. 779), the undermentioned classifications and tool allowances prescribed therefore and insert in lieu thereof the following:

| Item No. | Clause No. | Brief Description | Amount Per week \$ |
|----------|------------|---|--------------------------|
| 1 | 5 | Tool Allowances | |
| | | Blacksmith | 24.20 |
| | | Bodymaker, First Class | 24.20 |
| | | Boilermaker and/or Structural Steel Tradesperson | 24.20 |
| | | Bricklayer | 17.10 |
| | | Bridge and Wharf Carpenter and/or Civil Engineering Construction Carpenter | 24.20 |
| | | Cabinet Maker | 9.70 |
| | | Carpenter | 24.20 |
| | | Drainer | 24.20 |
| | | Farrier | 24.20 |
| | | Fitter | 24.20 |
| | | Forger and/or Faggoter | 24.20 |
| | | Machinist, First Class (Metal Trades) | 24.20 |
| | | Machinist (Metal Trades) Special Class | 24.20 |
| | | Marker Off | 24.20 |
| | | Motor Mechanic | 24.20 |
| | | Painter | 5.80 |
| | | Panel Beater | 24.20 |
| | | Patternmaker | 24.20 |
| | | Plant Mechanic | 24.20 |
| | | Plasterer | 20.00 |
| | | Plumber | 24.20 |
| | | Plumber and Gasfitter | 24.20 |
| | | Plumber, Gasfitter and Drainer | 24.20 |
| | | Sewing Machine Mechanic | 24.20 |
| | | Sheetmetal Worker, First Class | 24.20 |
| | | Shipwright/Boatbuilder | 24.20 |
| | | Signwriter | 5.80 |
| | | Slater and Tiler | 12.60 |
| | | Stonemason | 24.20 |
| | | Stonemason-Carver | 24.20 |
| | | Tilelayer | 17.10 |
| | | Toolmaker | 24.20 |
| | | Toolsmith | 24.20 |

| | | | |
|--|--|-----------------------|-------|
| | | Trimmer (Motor) | 24.20 |
| | | Turner | 24.20 |
| | | Vehicle Builder | 24.20 |
| | | Watchmaker | 8.00 |
| | | Welder, Special Class | 24.20 |
| | | Welder, First Class | 24.20 |

2. Delete from Table 3 - Allowances, of the said Part B, Items 50 to 58, inclusive, and Items 60, 64 and 65, inclusive, and insert in lieu thereof the following:

| Item No | Clause No | Brief Description | Amount \$ |
|---------|-----------|---|---------------------------|
| 50 | 8.1 | Excess fares and travelling time to and from place of work | 18.40 p.d. |
| 51 | 8.1.1 | If employer provides or offers to provide transport free of charge | 7.40 p.d. |
| 52 | 8.2 | Excess fares and travelling to and from work: - first year apprentices (or probationers) - to all other apprentices | 15.40 p.d. 17.90 p.d. |
| 53 | 8.2.1 | If employer provides or offers to provide transport free of charge - to first year apprentices - to all other apprentices | 6.20 p.d. 7.30 p.d. |
| 54 | 9.3.3 | Meal allowance: - after working in excess of four hours - for each subsequent meal | 10.90 9.10 |
| 55 | 9.8 | Tea Money: - required to work overtime for one and a half hours or more without being notified on the previous day or earlier, for a meal - after each four hours on continuous overtime, for each meal | 10.90 9.10 |
| 56 | 14.4 | Expenses of reaching home and of transporting tools from distant work | 18.40 |
| 57 | 14.5.1 | Allowance for board and lodging: - while on distant work - for broken parts of week | 381.10 p.w. 54.50 p.d. |
| 58 | 14.6 | Camping allowance | 21.90 p.d. |
| 60 | 14.7 | Returning home for the weekend from distant work | 31.10 |
| 64 | 22.6.2 | Supply of boots Accrual of credit | 30.90 1.54 p.w. |
| 65 | 23.2 | Reimbursement for loss of tools | 1,402.00 |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

PLASTERERS, SHOP HANDS AND CASTERS (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), Industrial Organisation of Employees.

(No. IRC 3058 of 2006)

Before Commissioner Cambridge

27 September 2006

VARIATION

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

| | |
|-----------------|------|
| Tool Allowances | \$ |
| Shop hand | 3.30 |
| Caster | 1.40 |

2. Delete subclause (ii) of clause 6, Overtime, and insert in lieu thereof the following:
- (ii) An employee who is required to work overtime for more than two hours after the usual ceasing time without being notified on the preceding working day shall be paid the sum of \$2.10 as the cost of a meal.
3. Delete subclause (i) of clause 10, Distant Work, and insert in lieu thereof the following:
- (i) On distant work the employer shall provide reasonable board and lodging or pay an allowance of \$54.50 per week of seven days but such allowance shall not be wages. In the case of broken parts of a week occurring at the beginning or end of a period of distant work the allowance shall be all living expenses actually and reasonably incurred but not exceeding \$54.50.
4. This variation shall take effect from the beginning of the first pay period to commence on or after 11 September 2006.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

INALA DISABILITY SERVICES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4554 published 15 December 2006

(361 I.G. 1091)

(No. IRC 1745 of 2006)

CORRECTION

1. Delete the notation appearing at the end of Appendix A, and substitute the following:

NOTE: This award applies as an Enterprise Agreement from 26 March 2006 to employers who are constitutional corporations by virtue of clause 44C, of Schedule 4 of the *Industrial Relations Act* 1996.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

**PRIVATE AMBULANCE SERVICES PROVIDERS CONSENT (STATE)
AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4545 published 16 June 2006

(359 I.G. 999)

(No. IRC 888 of 2005)

CORRECTION

1. Delete the notation appearing after Table 2, Allowances of Part B, and substitute the following:

NOTE: This award applies as an Enterprise Agreement from 26 March 2006 to employers who are constitutional corporations by virtue of clause 44C, of Schedule 4 of the *Industrial Relations Act 1996*.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES (CORRECTIONAL OFFICERS,
DEPARTMENT OF CORRECTIVE SERVICES) AWARD 2004 FOR
KEMPSEY, DILLYWINIA AND WELLINGTON CORRECTIONAL
CENTRES**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4797 published 29 December 2006

(361 I.G. 1382)

(No. IRC 2502 of 2006)

CORRECTION

1. For the word "Dillywinia" appearing in the title of the award and substitute the following:
"Dillwynia".

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

BROKEN HILL COMMERCE AND INDUSTRY AGREEMENT CONSENT AWARD 2001

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4886 published 29 December 2006

(361 I.G. 1288)

(No. IRC 2640 of 2006)

CORRECTION

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

1.39 2006 State Wage Case

2. Delete subclause 1.39, 2005 State Wage Case, and insert in lieu thereof the following:

1.39. 2006 State Wage Case

This clause is to give effect to the 2006 State Wage Case principles and the decision of the Commission in IRC 5778 of 2005. This clause is to be applied in a manner consistent with the decision of the Commission in that matter.

The rates of pay in the award include the adjustments payable under the State Wage Case 2006. These adjustments may be offset against:

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

The above clause will replace the offsetting clause inserted into awards pursuant to the principles determined in the State Wage Case 2006 decision.

Schedule of Allowances

Effective from 1 October 2006

Refer to Domestic Section for any other allowances

| Item No. | Clause No. | Description of Allowance | Rate as at 1/10/05 | | SWC 2006 | Rate as at 1/10/06 | |
|----------|-------------------------------|--------------------------|--------------------|-----------|----------|--------------------|-----------|
| Item 1 | 1.9 | Broken Shift | \$4.10 | per shift | 4% | \$4.26 | per shift |
| | 3.7 6.8 16.9 11.3(d) | | | | | | |
| Item 2 | 1.14(a) 11.14 | First Aid Allowance | \$6.68 | per week | 4% | \$6.95 | per week |

| | | | | | | | |
|---------|---|---|----------|------------------|----|----------|------------------|
| Item 3 | 1.22(c)(b) | Overtime Meal Allowance | \$8.45 | per meal | 4% | \$8.79 | per meal |
| | 1.22(c) (c) 3.8 (b) 3.8(c) 6.1(c) 7.1(c) 9.1(c) 22.1(c) | | | | | | |
| Item 4 | 1.27(d) 11.11(a) | Laundry Allowance | \$4.93 | per week | 4% | \$5.13 | per week |
| Item 5 | 1.35(a) | Bicycle Allowance | \$8.80 | per week | 4% | \$9.15 | per week |
| Item 6 | 1.35(a) | Motor Cycle Allowance | \$26.84 | per week | 4% | \$27.91 | per week |
| Item 7 | 1.35(a) | Motor Car Allowance under 2000cc | \$99.12 | per week | 4% | \$103.08 | per week |
| | | | \$0.31 | per km | 4% | \$0.32 | per km |
| Item 8 | 1.35(a) | Motor Car Allowance 2000cc and over | \$117.66 | per week | 4% | \$122.37 | per week |
| | | | \$0.31 | per km | 4% | \$0.32 | per km |
| Item 9 | 1.35(a) | Motor Car Allowance under 2000cc (casual employee) | \$0.44 | per km | 4% | \$0.46 | per km |
| Item 10 | 1.35(a) | Motor Car Allowance 2000cc and over (casual employee) | \$0.49 | per km | 4% | \$0.51 | per km |
| Item 11 | 19.3(b) | Fare Allowance | \$9.38 | per shift | 4% | \$9.76 | per shift |
| Item 12 | 3.6 | Additional Rates - Cleaning | \$7.03 | per week | 4% | \$7.31 | per week |
| Item 13 | 11.15(a) | Mixed Functions | \$11.70 | per shift or day | 4% | \$12.17 | per shift or day |

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

WAGE SCHEDULE

Table 1 - Wages

Adult Employees

| | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|------------------------|--------------------|----------|--------------------|
| Animal Nurse | \$506.25 | \$20.00 | \$526.25 |
| General Nurse | \$500.85 | \$20.00 | \$520.85 |
| Animal Attendant | \$484.40 | \$20.00 | \$504.40 |
| Food prep/Kennel Clean | \$484.40 | \$20.00 | \$504.40 |
| All Others | \$484.40 | \$20.00 | \$504.40 |

Junior Employees

| Kennel Cleaner | | Rate as at | SWC 2006 | Rate as at |
|-----------------------|-----------------|------------|----------|------------|
| | % of Adult Rate | 1/10/05 | | 1/10/06 |
| Under 17 years of age | 70% | \$339.08 | \$14.00 | \$353.08 |
| At 17 years of age | 80% | \$387.52 | \$16.00 | \$403.52 |
| At 18 years of age | 90% | \$435.96 | \$18.00 | \$453.96 |
| At 19 years of age | 100% | \$484.40 | \$20.00 | \$504.40 |

All Others

| | | Rate as at | SWC 2006 | Rate as at |
|-----------------------|-----------------|------------|----------|------------|
| | % of Adult Rate | 1/10/05 | | 1/10/06 |
| Under 17 years of age | 70% | \$339.08 | \$14.00 | \$353.08 |
| At 17 years of age | 80% | \$387.52 | \$16.00 | \$403.52 |
| At 18 years of age | 90% | \$435.96 | \$18.00 | \$453.96 |
| At 19 years of age | 100% | \$484.40 | \$20.00 | \$504.40 |

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

WAGE SCHEDULE**Table 1 - Wages**

| Employees | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------|--------------------|----------|--------------------|
| Caretaker | \$552.10 | \$20.00 | \$572.10 |
| Cleaner | \$523.23 | \$20.00 | \$543.23 |

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

WAGE SCHEDULE**Table 1 - Wages**

| GRADE | Rate as at 23/06/05 | SWC 2006 | Rate as at 26/6/06 |
|---------|---------------------|----------|--------------------|
| Grade 1 | \$536.00 | \$20.00 | \$556.00 |
| Grade 2 | \$556.90 | \$20.00 | \$576.90 |
| Grade 3 | \$590.60 | \$20.00 | \$610.60 |
| Grade 4 | \$632.30 | \$20.00 | \$652.30 |
| Grade 5 | \$692.90 | \$20.00 | \$712.90 |

Junior Rates

| | Rate as at 23/06/05 | SWC 2006 | Rate as at 26/6/06 |
|-----------------------------|---------------------|----------|--------------------|
| Qualified Computer Operator | | | |
| At 17 years | \$282.53 | 4.0% | \$293.83 |
| At 18 years | \$342.04 | 4.0% | \$355.72 |
| At 19 years | \$389.02 | 4.0% | \$404.58 |
| At 20 years | \$456.79 | 4.0% | \$475.06 |

All Others

| | Rate as at 23/06/05 | SWC 2006 | Rate as at 26/6/06 |
|----------------|---------------------|----------|--------------------|
| Under 17 years | \$220.58 | 4.0% | \$229.40 |
| At 17 years | \$272.57 | 4.0% | \$283.47 |
| At 18 years | \$330.94 | 4.0% | \$344.18 |
| At 19 years | \$373.34 | 4.0% | \$388.27 |
| At 20 years | \$436.82 | 4.0% | \$454.29 |

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

WAGE SCHEDULE**Table 1 - Wages**

| | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|------------------------|--------------------|----------|--------------------|
| Seamstress | \$527.60 | \$20.00 | \$547.60 |
| Cutter & Pattern Maker | \$566.70 | \$20.00 | \$586.70 |
| Tradesperson | \$607.25 | \$20.00 | \$627.25 |

Apprentices

| | % of Trades - person Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------------|------------------------------|--------------------|----------|--------------------|
| 1st year - 1st 6 months | 50% | \$303.63 | \$10.00 | \$313.63 |
| 2nd 6 months | 55% | \$333.99 | \$11.00 | \$344.99 |
| 2nd year - 1st 6 months | 60% | \$364.35 | \$12.00 | \$376.35 |
| 2nd 6 months | 65% | \$394.71 | \$13.00 | \$407.71 |
| 3rd year - 1st 6 months | 70% | \$425.08 | \$14.00 | \$439.08 |
| 2nd 6 months | 75% | \$455.44 | \$15.00 | \$470.44 |
| 4th year - 1st 6 months | 80% | \$485.80 | \$16.00 | \$501.80 |
| 2nd 6 months | 85% | \$516.16 | \$17.00 | \$533.16 |

Junior

| | % of Seamstress Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|------------------|-------------------------|--------------------|----------|--------------------|
| 16 years & under | 50% | \$263.80 | \$10.00 | \$273.80 |
| At 17 years | 60% | \$316.56 | \$12.00 | \$328.56 |
| At 18 years | 69% | \$364.04 | \$13.80 | \$377.84 |
| At 19 years | 75% | \$395.70 | \$15.00 | \$410.70 |
| At 20 years | 85% | \$448.46 | \$17.00 | \$465.46 |

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

WAGE SCHEDULE**Table 1 - Wages**

Furnishing

| Furnishing | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|-----------------------|----------|-----------------------|
| Tradesperson/Journeyman | \$606.79 | \$20.00 | \$626.79 |
| Other adult employees as defined engaged in: | | | |
| Soft furnishings, etc. - cutting | \$585.92 | \$20.00 | \$605.92 |
| Soft furnishing fixing, measuring | \$572.61 | \$20.00 | \$592.61 |

| | | | |
|--|----------|---------|----------|
| Making etc. window blinds other than venetian blinds | \$561.53 | \$20.00 | \$581.53 |
| Adult employees other than tradesperson/Journeyman | | | |
| First year of experience | \$513.67 | \$20.00 | \$533.67 |
| Second year of experience | \$535.19 | \$20.00 | \$555.19 |
| Thereafter | \$554.28 | \$20.00 | \$574.28 |

Apprentices

| | % of Trades-person Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------|----------------------------|-----------------------|----------|-----------------------|
| 1st year - Junior | 51% | \$309.46 | \$10.20 | \$319.66 |
| - Adult | 61% | \$370.14 | \$12.20 | \$382.34 |
| 2nd Year - Junior | 60% | \$364.07 | \$12.00 | \$376.07 |
| - Adult | 65% | \$394.41 | \$13.00 | \$407.41 |
| 3rd year - Junior | 75% | \$455.09 | \$15.00 | \$470.09 |
| - Adult | 75% | \$455.09 | \$15.00 | \$470.09 |
| 4th year - Junior | 90% | \$546.11 | \$18.00 | \$564.11 |
| - Adult | 90% | \$546.11 | \$18.00 | \$564.11 |

Display Making

| | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------------|-----------------------|----------|-----------------------|
| Display maker | \$602.09 | \$20.00 | \$622.09 |
| Assistant display maker | \$546.71 | \$20.00 | \$566.71 |
| General hand | \$498.74 | \$20.00 | \$518.74 |
| Picture Frame Worker 1 | \$580.35 | \$20.00 | \$600.35 |
| Picture Frame Worker 2 | \$559.15 | \$20.00 | \$579.15 |
| Picture Frame Worker 3 | \$525.89 | \$20.00 | \$545.89 |
| Picture Frame Worker 4 | \$511.66 | \$20.00 | \$531.66 |

Juniors

| Furnishing trades | % of 2nd yr other than tradesperson | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------|--|-----------------------|----------|-----------------------|
| Under 16 years | 35% | \$187.32 | \$7.00 | \$194.32 |
| At 16 years | 43% | \$230.13 | \$8.60 | \$238.73 |
| At 17 years | 51% | \$272.95 | \$10.20 | \$283.15 |
| At 18 years | 61% | \$326.47 | \$12.20 | \$338.67 |
| At 19 years | 75% | \$401.39 | \$15.00 | \$416.39 |
| At 20 years | 88% | \$470.97 | \$17.60 | \$488.57 |

Display Makers

| | % of Display Maker | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------|-----------------------|-----------------------|----------|-----------------------|
| Under 16 years | 32% | \$192.67 | \$6.40 | \$199.07 |
| At 16 years | 39% | \$234.82 | \$7.80 | \$242.62 |
| At 17 years | 46% | \$276.96 | \$9.20 | \$286.16 |
| At 18 years | 55% | \$331.15 | \$11.00 | \$342.15 |
| At 19 years | 68% | \$409.42 | \$13.60 | \$423.02 |
| At 20 years | 79% | \$475.65 | \$15.80 | \$491.45 |

Picture Frame Maker

| | % of Picture Framer W1 | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------|---------------------------|-----------------------|----------|-----------------------|
| Under 16 years | 31% | \$179.91 | \$6.20 | \$186.11 |
| At 16 years | 37% | \$214.73 | \$7.40 | \$222.13 |
| At 17 years | 45% | \$261.16 | \$9.00 | \$270.16 |
| At 18 years | 53% | \$307.59 | \$10.60 | \$318.19 |
| At 19 years | 67% | \$388.83 | \$13.40 | \$402.23 |
| At 20 years | 79% | \$458.48 | \$15.80 | \$474.28 |

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

WAGE SCHEDULE**Table 1 - Wages**

Propagator &/or Gardener

| Propagator &/or Gardener | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------------------|--|--------------------|----------|-----------------------|
| With certificate | | \$545.75 | \$20.00 | \$565.75 |
| Without certificate | | \$531.55 | \$20.00 | \$551.55 |
| General garden hand | | \$508.70 | \$20.00 | \$528.70 |

Apprentices

| | % of Gardener with certificate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------|-----------------------------------|--------------------|----------|-----------------------|
| 1st year | 55% | \$300.16 | \$11.00 | \$311.16 |
| 2nd year | 65% | \$354.74 | \$13.00 | \$367.74 |
| 3rd year | 75% | \$409.31 | \$15.00 | \$424.31 |
| 4th year | 90% | \$491.18 | \$18.00 | \$509.18 |

Junior rates

| Gardener without certificate | % of Gardener without certificate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|---------------------------------|--------------------------------------|--------------------|----------|-----------------------|
| 18 years and under | 80% | \$425.24 | \$16.00 | \$441.24 |
| At 19 years | 90% | \$478.40 | \$18.00 | \$496.40 |
| At 20 years | 100% | \$531.55 | \$20.00 | \$551.55 |

| General Garden hand | % of General Garden hand | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|------------------------|-----------------------------|--------------------|----------|-----------------------|
| 18 years and under | 80% | \$406.96 | \$16.00 | \$422.96 |
| At 19 years | 90% | \$457.83 | \$18.00 | \$475.83 |
| At 20 years | 100% | \$508.70 | \$20.00 | \$528.70 |

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

WAGE SCHEDULE**Table 1 - Wages**

| Hairdressers | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--------------------|--|-----------------------|----------|-----------------------|
| Male/Female Senior | | \$588.55 | \$20.00 | \$608.55 |

Apprentices

| | % of Hairdresser Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|-----------------------|--------------------|----------|--------------------|
| 1st year | 40% | \$235.42 | \$8.00 | \$243.42 |
| 2nd year | 55% | \$323.70 | \$11.00 | \$334.70 |
| 3rd year | 70% | \$411.99 | \$14.00 | \$425.99 |
| 4th year | 85% | \$500.27 | \$17.00 | \$517.27 |
| Apprentices (with 1 year's pre-apprenticeship course through TAFE) | | | | |
| 2nd Year (first 6 months only) | 55% | \$323.70 | \$11.00 | \$334.70 |
| 3rd year | 70% | \$411.99 | \$14.00 | \$425.99 |
| 4th year | 85% | \$500.27 | \$17.00 | \$517.27 |

Salon Assistant

| | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------|--|--------------------|----------|--------------------|
| Senior operator | | \$551.35 | \$20.00 | \$571.35 |

Juniors

| | % of Salon Asst Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------|----------------------|--------------------|----------|--------------------|
| Under 16 years | 40% | \$220.54 | \$8.00 | \$228.54 |
| At 16 years | 50% | \$275.68 | \$10.00 | \$285.68 |
| At 17 years | 60% | \$330.81 | \$12.00 | \$342.81 |
| At 18 years | 70% | \$385.95 | \$14.00 | \$399.95 |
| At 19 years | 80% | \$441.08 | \$16.00 | \$457.08 |
| At 20 years | 90% | \$496.22 | \$18.00 | \$514.22 |

Beauty Therapist

| | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------|--|--------------------|----------|--------------------|
| Senior operator | | \$547.45 | \$20.00 | \$567.45 |

Juniors

| | % of Beauty Therapist Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------|----------------------------|--------------------|----------|--------------------|
| At 17 years | 40% | \$218.98 | \$8.00 | \$226.98 |
| At 18 years | 55% | \$301.10 | \$11.00 | \$312.10 |
| At 19 years | 70% | \$383.22 | \$14.00 | \$397.22 |
| At 20 years | 85% | \$465.33 | \$17.00 | \$482.33 |

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

WAGE SCHEDULE**Table 1 - Wages**

| | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|---------------|--|-----------------------|----------|-----------------------|
| Handyperson | | \$570.55 | \$20.00 | \$590.55 |
| Town Labourer | | \$517.00 | \$20.00 | \$537.00 |

Junior Rates

| | % of Town Labourer Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------|----------------------------|-----------------------|----------|-----------------------|
| Under 16 years | 60% | \$310.20 | \$12.00 | \$322.20 |
| At 16 years | 70% | \$361.90 | \$14.00 | \$375.90 |
| At 17 years | 80% | \$413.60 | \$16.00 | \$429.60 |
| At 18 years | 100% | \$517.00 | \$20.00 | \$537.00 |

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

WAGE SCHEDULE**Table 1 - Wages**

| Classifications | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|--|-----------------------|-------------|-----------------------|
| Food & Beverage Att Gd 1 (bar useful) | | \$513.50 | \$20.00 | \$533.50 |
| Food & Beverage Att Gd 2 (bar attendant) | | \$538.60 | \$20.00 | \$558.60 |
| Food & Beverage Att Gd 3 (TAB, pokies) | | \$556.90 | \$20.00 | \$576.90 |
| Food & Beverage Att Gd 4 | | \$590.60 | \$20.00 | \$610.60 |
| Food & Beverage Supervisor | | \$632.30 | \$20.00 | \$652.30 |
| Kitchen Attendant Gd 1 | | \$513.50 | \$20.00 | \$533.50 |
| Kitchen Attendant Gd 2 | | \$538.60 | \$20.00 | \$558.60 |
| Kitchen Attendant Gd 3 | | \$556.90 | \$20.00 | \$576.90 |
| Cook Gd 1 (breakfast, grill cook) | | \$538.60 | \$20.00 | \$558.60 |
| Cook Gd 2 | | \$556.90 | \$20.00 | \$576.90 |
| Cook Gd 3 (commis chef, qualified chef) | | \$590.60 | \$20.00 | \$610.60 |
| Cook Gd 4 (demi chef, first cook) | | \$632.30 | \$20.00 | \$652.30 |
| Cook Gd 5 (chef de partie) | | \$651.20 | \$20.00 | \$671.20 |
| Guest Service Gd 1 (cleaner) | | \$513.50 | \$20.00 | \$533.50 |
| Guest Service Gd 2 (room attendant) | | \$538.60 | \$20.00 | \$558.60 |
| Guest Service Gd 3 | | \$556.90 | \$20.00 | \$576.90 |
| Guest Service Gd 4 | | \$590.60 | \$20.00 | \$610.60 |
| Guest Service Supervisor | | \$632.30 | \$20.00 | \$652.30 |
| Storeperson Gd 1 | | \$538.60 | \$20.00 | \$558.60 |
| Storeperson Gd 2 | | \$556.90 | \$20.00 | \$576.90 |
| Storeperson Gd 3 | | \$590.60 | \$20.00 | \$610.60 |
| Handyperson | | \$556.90 | \$20.00 | \$576.90 |
| Doorperson & Security Officer Gd 1 | | \$538.60 | \$20.00 | \$558.60 |
| Timekeeper & Security Officer Gd 2 | | \$556.90 | \$20.00 | \$576.90 |
| Leisure Att Gd 1 | | \$538.60 | \$20.00 | \$558.60 |
| Leisure Att Gd 2 | | \$556.90 | \$20.00 | \$576.90 |
| Leisure Att Gd 3 | | \$590.60 | \$20.00 | \$610.60 |
| Persons not otherwise provided for | | \$513.50 | \$20.00 | \$533.50 |

| | | | | |
|-------------------------|--|----------|---------|----------|
| Introductory Level | | \$496.80 | \$20.00 | \$516.80 |
| Forklift driver | | \$556.90 | \$20.00 | \$576.90 |
| Front Office Gr 1 | | \$538.60 | \$20.00 | \$558.60 |
| Front Office Gr 2 | | \$556.90 | \$20.00 | \$576.90 |
| Front Office Gr 3 | | \$590.60 | \$20.00 | \$610.60 |
| Front Office Supervisor | | \$632.30 | \$20.00 | \$652.30 |
| Clerical Gr 1 | | \$538.60 | \$20.00 | \$558.60 |
| Clerical Gr 2 | | \$556.90 | \$20.00 | \$576.90 |
| Clerical Gr 3 | | \$590.60 | \$20.00 | \$610.60 |
| Clerical Supervisor | | \$632.30 | \$20.00 | \$652.30 |

Apprentice cooks

| | % of LEVEL 4 (Cook G3) | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------|------------------------|--------------------|----------|--------------------|
| 1st year | 55% | \$324.83 | \$11.00 | \$335.83 |
| 2nd year | 65% | \$383.89 | \$13.00 | \$396.89 |
| 3rd year | 80% | \$472.48 | \$16.00 | \$488.48 |
| 4th year | 95% | \$561.07 | \$19.00 | \$580.07 |

Junior Employees (other than office juniors)

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

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

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

Junior office employees

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

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

WAGE SCHEDULE

Table 1 - Wages

| Classification | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------|--|--------------------|----------|--------------------|
| Child Care Worker | | | | |
| Grade 1 | | | | |
| 1st year | | \$606.40 | \$20.00 | \$626.40 |
| 2nd year | | \$616.52 | \$20.00 | \$636.52 |
| 3rd year | | \$626.31 | \$20.00 | \$646.31 |

| | | | | |
|-------------------|--|----------|---------|----------|
| Grade 2 | | | | |
| 1st year | | \$543.25 | \$20.00 | \$563.25 |
| 2nd year | | \$556.06 | \$20.00 | \$576.06 |
| 3rd year | | \$567.75 | \$20.00 | \$587.75 |
| Grade 3 | | \$556.06 | \$20.00 | \$576.06 |
| Grade 4 | | | | |
| 1st year | | \$516.96 | \$20.00 | \$536.96 |
| 2nd year | | \$521.89 | \$20.00 | \$541.89 |
| 3rd year | | \$526.70 | \$20.00 | \$546.70 |
| 4th year | | \$531.15 | \$20.00 | \$551.15 |
| General Assistant | | | | |
| Grade 1 | | \$565.80 | \$20.00 | \$585.80 |
| Grade 2 | | \$541.47 | \$20.00 | \$561.47 |
| Housekeeper | | \$543.25 | \$20.00 | \$563.25 |
| First/Alone cook | | \$536.05 | \$20.00 | \$556.05 |
| Assistant cook | | \$531.57 | \$20.00 | \$551.57 |
| Cleaners | | \$521.89 | \$20.00 | \$541.89 |

Table 2 - Allowances

| | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-------------------|--|-----------------------|----------|-----------------------|
| Leading Hand | | Per Week | | |
| 1 - 5 employees | | \$13.99 | 4.0% | \$14.55 |
| 6 - 10 employees | | \$20.21 | 4.0% | \$21.02 |
| 11 - 15 employees | | \$27.15 | 4.0% | \$28.24 |
| 16 - 20 employees | | \$33.97 | 4.0% | \$35.33 |
| Leading Hand | | Per Day | | |
| 1 - 5 employees | | \$2.80 | | \$2.91 |
| 6 - 10 employees | | \$4.04 | | \$4.20 |
| 11 - 15 employees | | \$5.43 | | \$5.65 |
| 16 - 20 employees | | \$6.79 | | \$7.07 |

Shift Work Rate

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

Juniors

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

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

WAGE SCHEDULE**Table 1 - Wages**

| Adult Employees | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------|--|-----------------------|----------|--------------------|
| Level 6 | | \$590.60 | \$20.00 | \$610.60 |
| Level 5 | | \$564.00 | \$20.00 | \$584.00 |
| Level 4 | | \$550.70 | \$20.00 | \$570.70 |
| Level 3 | | \$539.40 | \$20.00 | \$559.40 |
| Level 2 | | \$524.60 | \$20.00 | \$544.60 |
| Level 1 | | \$496.80 | \$20.00 | \$516.80 |

Junior Employees

| Level 6 | % of Adult Level 6 | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------------|-----------------------|-----------------------|----------|--------------------|
| Under 17 years | 50% | \$295.30 | \$10.00 | \$305.30 |
| 17 to under 18 years | 60% | \$354.36 | \$12.00 | \$366.36 |
| 18 to under 19 years | 75% | \$442.95 | \$15.00 | \$457.95 |
| 19 to 20 years | 85% | \$502.01 | \$17.00 | \$519.01 |
| Level 5 | % of Adult Level 5 | | | |
| Under 17 years | 50% | \$282.00 | \$10.00 | \$292.00 |
| 17 to under 18 years | 60% | \$338.40 | \$12.00 | \$350.40 |
| 18 to under 19 years | 75% | \$423.00 | \$15.00 | \$438.00 |
| 19 to 20 years | 85% | \$479.40 | \$17.00 | \$496.40 |
| Level 4 | % of Adult Level 4 | | | |
| Under 17 years | 50% | \$275.35 | \$10.00 | \$285.35 |
| 17 to under 18 years | 60% | \$330.42 | \$12.00 | \$342.42 |
| 18 to under 19 years | 75% | \$413.03 | \$15.00 | \$428.03 |
| 19 to 20 years | 85% | \$468.10 | \$17.00 | \$485.10 |
| Level 3 | % of Adult Level 3 | | | |
| Under 17 years | 50% | \$269.70 | \$10.00 | \$279.70 |
| 17 to under 18 years | 60% | \$323.64 | \$12.00 | \$335.64 |
| 18 to under 19 years | 75% | \$404.55 | \$15.00 | \$419.55 |
| 19 to 20 years | 85% | \$458.49 | \$17.00 | \$475.49 |
| Level 2 | % of Adult Level 2 | | | |
| Under 17 years | 50% | \$262.30 | \$10.00 | \$272.30 |
| 17 to under 18 years | 60% | \$314.76 | \$12.00 | \$326.76 |
| 18 to under 19 years | 75% | \$393.45 | \$15.00 | \$408.45 |
| 19 to 20 years | 85% | \$445.91 | \$17.00 | \$462.91 |
| Level 1 | % of Adult Level 1 | | | |
| Under 17 years | 50% | \$248.40 | \$10.00 | \$258.40 |
| 17 to under 18 years | 60% | \$298.08 | \$12.00 | \$310.08 |
| 18 to under 19 years | 75% | \$372.60 | \$15.00 | \$387.60 |
| 19 to 20 years | 85% | \$422.28 | \$17.00 | \$439.28 |

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

WAGE SCHEDULE

Table 1 - Wages

| Full-time | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|---|--|-----------------------|----------|-----------------------|
| INTRODUCTORY LEVEL Three months period for employees that are inexperienced | | \$496.80 | \$20.00 | \$516.80 |
| LEVEL 1 Hospitality service grade 1 | | \$513.50 | \$20.00 | \$533.50 |
| LEVEL 2 Hospitality service grade 2 Admin & front office grade 1 Leisure attendant grade 1 | | \$538.60 | \$20.00 | \$558.60 |
| LEVEL 3 Hospitality service grade 3 Admin & front office grade 2 Leisure attendant grade 2 | | \$556.90 | \$20.00 | \$576.90 |
| LEVEL 4 Hospitality service grade 4 Admin & front office grade 3 Leisure attendant grade 3 | | \$590.60 | \$20.00 | \$610.60 |
| LEVEL 5 Hospitality service grade 5 Admin & front office supervisor | | \$632.30 | \$20.00 | \$652.30 |
| LEVEL 6 Hospitality service grade 6 | | \$651.20 | \$20.00 | \$671.20 |

| Apprentice Cooks - | % of Level 4 Rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--------------------|----------------------|-----------------------|----------|-----------------------|
| 1st year | 55% | \$324.83 | \$11.00 | \$335.83 |
| 2nd year | 65% | \$383.89 | \$13.00 | \$396.89 |
| 3rd year | 80% | \$472.48 | \$16.00 | \$488.48 |
| 4th year | 95% | \$561.07 | \$19.00 | \$580.07 |

Junior Employees (other than office juniors)

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

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

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

| Junior office employees | |
|------------------------------|-----|
| Age | |
| At 15 years of age and under | 50% |
| At 16 years of age | 60% |
| At 17 years of age | 70% |
| At 18 years of age | 80% |

| | |
|--------------------|------------------------|
| At 19 years of age | 90% |
| At 20 years of age | 1st year adult service |

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

WAGE SCHEDULE

Table 1 - Wages

| Wage Level A | Rate as at 1/10/05 Highest year of Schooling Completed | | | SWC 2006 | Rate as at 1/10/06 Highest year of Schooling Completed | | |
|------------------------|--|------------------------|------------------------|-------------|--|------------------------|------------------------|
| | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week | | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week |
| School Leaver | (50%) \$176.80 | (33%) \$220.65 | | 4% | (50%) \$183.72 | (33%) \$229.29 | |
| | (33%) \$206.40 | (25%) \$248.30 | \$299.40 | 4% | (33%) \$214.48 | (25%) \$258.02 | \$311.12 |
| + 1 year out of school | \$248.30 | \$299.40 | \$347.45 | 4% | \$258.02 | \$311.12 | \$361.05 |
| + 2 years | \$299.40 | \$347.45 | \$404.65 | 4% | \$311.12 | \$361.05 | \$420.49 |
| + 3 years | \$347.45 | \$404.65 | \$462.90 | 4% | \$361.05 | \$420.49 | \$481.02 |
| + 4 years | \$404.65 | \$462.90 | | 4% | \$420.49 | \$481.02 | |
| + 5 years | \$462.90 | | | 4% | \$481.02 | | |

| Wage Level B | Highest year of Schooling Completed | | | | Highest year of Schooling Completed | | |
|------------------------|--|------------------------|------------------------|----|--|------------------------|------------------------|
| | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week | | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week |
| School Leaver | (50%) \$176.80 | (33%) \$220.65 | | 4% | (50%) \$183.72 | (33%) \$229.29 | |
| | (33%) \$206.40 | (25%) \$248.30 | \$289.15 | 4% | (33%) \$214.48 | (25%) \$258.02 | \$300.47 |
| + 1 year out of school | \$248.30 | \$289.15 | \$332.10 | 4% | \$258.02 | \$300.47 | \$345.10 |
| + 2 years | \$289.15 | \$332.10 | \$390.30 | 4% | \$300.47 | \$345.10 | \$405.58 |
| + 3 years | \$332.10 | \$390.30 | \$444.90 | 4% | \$345.10 | \$405.58 | \$462.30 |
| + 4 years | \$390.30 | \$444.90 | | 4% | \$405.58 | \$462.30 | |
| + 5 years | \$444.90 | | | 4% | \$462.30 | | |

| Wage Level C | Highest year of Schooling Completed | | | | Highest year of Schooling Completed | | |
|------------------------|--|---------------------------|---------------------------|----|--|---------------------------|---------------------------|
| | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week | | Year 10 \$ per week | Year 11 \$ per week | Year 12 \$ per week |
| School Leaver | (50%) \$176.80 | (33%) \$220.65 | | 4% | (50%) \$183.72 | (33%) \$229.29 | |
| | (33%) \$206.40 | (25%) \$248.30 | \$283.90 | 4% | (33%) \$214.48 | (25%) \$258.02 | \$295.02 |
| + 1 year out of school | \$248.30 | \$283.90 | \$318.65 | 4% | \$258.02 | \$295.02 | \$331.13 |
| + 2 years | \$283.90 | \$318.65 | \$356.45 | 4% | \$295.02 | \$331.13 | \$370.41 |
| + 3 years | \$318.65 | \$356.45 | \$399.90 | 4% | \$331.13 | \$370.41 | \$415.50 |
| + 4 years | \$356.45 | \$399.90 | | 4% | \$370.41 | \$415.50 | |
| + 5 years | \$399.90 | | | 4% | \$415.50 | | |

| Adult Trainees | | | | | | |
|----------------|-------------------------|-------------------|--|----|-------------------------|-----------------------------|
| | First year of T/ship | Second year of | | | First year of T/ship | Second year of T/Ship |
| Wage Level | \$ per week | \$ per week | | 4% | \$ per week | \$ per week |
| Wage Level A | \$479.90 | \$497.90 | | 4% | \$498.70 | \$517.42 |
| Wage Level B | \$461.90 | \$478.90 | | 4% | \$479.98 | \$497.66 |
| Wage Level C | \$414.90 | \$429.90 | | 4% | \$431.10 | \$446.70 |

| School Based Traineeships | | | | | | |
|------------------------------|------------------------|------------------------|--|----|------------------------|------------------------|
| | Year of Schooling | | | | Year of Schooling | |
| | Year 11 \$ per week | Year 12 \$ per week | | | Year 11 \$ per week | Year 12 \$ per week |
| Wage Levels A, B & C | \$225.85 | \$248.30 | | 4% | \$234.69 | \$258.02 |

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

WAGE SCHEDULE

Table 1 - Wages

| Classification | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------|--------------------|----------|--------------------|
| Group A | \$564.20 | \$20.00 | \$584.20 |
| Group B | \$582.00 | \$20.00 | \$602.00 |
| Group C | \$599.90 | \$20.00 | \$619.90 |
| Group D | \$607.30 | \$20.00 | \$627.30 |
| Group E | \$616.00 | \$20.00 | \$636.00 |
| Group F | \$621.40 | \$20.00 | \$641.40 |
| Group G | \$630.60 | \$20.00 | \$650.60 |
| Group H | \$641.00 | \$20.00 | \$661.00 |
| Powder Monkey | \$641.00 | \$20.00 | \$661.00 |

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

WAGE SCHEDULE

Table 1 - Wages

| | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|-----------------|-----------------------|----------|-----------------------|
| First Cook in Charge with authority to direct other staff | | \$539.50 | \$20.00 | \$559.50 |
| Second Cook | | \$526.05 | \$20.00 | \$546.05 |
| Bar Attendant, Waiter/Waitress | | \$521.70 | \$20.00 | \$541.70 |
| Pantry/Kitchen/General/Maid/Cleaner | | \$520.15 | \$20.00 | \$540.15 |
| Apprentice Cooks | % of First Cook | | | |
| 1st year | 46% | \$248.17 | \$9.20 | \$257.37 |
| 2nd year | 54% | \$291.33 | \$10.80 | \$302.13 |
| 3rd year | 68% | \$366.86 | \$13.60 | \$380.46 |
| 4th year | 80% | \$431.60 | \$16.00 | \$447.60 |

| Junior Waiter/Waitress | % of Waiter/Waitress | | | |
|------------------------|----------------------|----------|---------|----------|
| Under 18 | 62% | \$323.45 | \$12.40 | \$335.85 |
| At 18 years | 68% | \$354.76 | \$13.60 | \$368.36 |
| At 19 years | 78% | \$406.93 | \$15.60 | \$422.53 |
| at 20 years | 88% | \$459.10 | \$17.60 | \$476.70 |
| Junior Pantry | % of Pantry | | | |
| Under 18 years | 62% | \$322.49 | \$12.40 | \$334.89 |
| At 18 years | 68% | \$353.70 | \$13.60 | \$367.30 |
| At 19 years | 78% | \$405.72 | \$15.60 | \$421.32 |
| 20 years | 88% | \$457.73 | \$17.60 | \$475.33 |

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

WAGE SCHEDULE

Table 1 - Wages

| Adult Employees | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------|--------------------|----------|--------------------|
| Grade 1 | \$575.80 | \$20.00 | \$595.80 |
| Grade 2 | \$594.20 | \$20.00 | \$614.20 |
| Grade 3 | \$605.50 | \$20.00 | \$625.50 |
| Grade 4 | \$616.70 | \$20.00 | \$636.70 |
| Grade 5 | \$638.90 | \$20.00 | \$658.90 |

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

WAGE SCHEDULE

Table 1 - Wages

| Shop Assistants | | | | |
|-----------------|-----------------|--------------------|----------|--------------------|
| Years | % of At 21 rate | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
| Under 16 | 40% | \$232.42 | \$8.00 | \$240.42 |
| At 16 | 50% | \$290.53 | \$10.00 | \$300.53 |
| At 17 | 60% | \$348.63 | \$12.00 | \$360.63 |
| At 18 | 70% | \$406.74 | \$14.00 | \$420.74 |
| At 19 | 80% | \$464.84 | \$16.00 | \$480.84 |
| At 20 | 90% | \$522.95 | \$18.00 | \$540.95 |
| At 21 | 100% | \$581.05 | \$20.00 | \$601.05 |

| Chemist Shops* Tyre Fitters+ | | | | |
|------------------------------|------|----------|---------|----------|
| Years | | | | |
| Under 16 | 40% | \$241.08 | \$8.00 | \$249.08 |
| At 16 | 50% | \$301.35 | \$10.00 | \$311.35 |
| At 17 | 60% | \$361.62 | \$12.00 | \$373.62 |
| At 18 | 70% | \$421.89 | \$14.00 | \$435.89 |
| At 19 | 80% | \$482.16 | \$16.00 | \$498.16 |
| At 20 | 90% | \$542.43 | \$18.00 | \$560.43 |
| At 21 | 100% | \$602.70 | \$20.00 | \$622.70 |

* Dispensing under supervision of a Chemist

+ With Certificate of Qualification

| Window Dresser | | | | |
|----------------|------|----------|---------|----------|
| Years | | | | |
| Under 16 | 40% | \$235.32 | \$8.00 | \$243.32 |
| At 16 | 50% | \$294.15 | \$10.00 | \$304.15 |
| At 17 | 60% | \$352.98 | \$12.00 | \$364.98 |
| At 18 | 70% | \$411.81 | \$14.00 | \$425.81 |
| At 19 | 80% | \$470.64 | \$16.00 | \$486.64 |
| At 20 | 90% | \$529.47 | \$18.00 | \$547.47 |
| At 21 | 100% | \$588.30 | \$20.00 | \$608.30 |

| Ticket Writer | | | | |
|---------------|------|----------|---------|----------|
| Years | | | | |
| Under 16 | 40% | \$234.98 | \$8.00 | \$242.98 |
| At 16 | 50% | \$293.73 | \$10.00 | \$303.73 |
| At 17 | 60% | \$352.47 | \$12.00 | \$364.47 |
| At 18 | 70% | \$411.22 | \$14.00 | \$425.22 |
| At 19 | 80% | \$469.96 | \$16.00 | \$485.96 |
| At 20 | 90% | \$528.71 | \$18.00 | \$546.71 |
| At 21 | 100% | \$587.45 | \$20.00 | \$607.45 |

Departmental Managers or Branch Manager Supervising

Table 1 - Wages

| Without duty of buying | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|------------------------|--------------------|----------|--------------------|
| 1 - 4 employees | \$594.37 | \$20.00 | \$614.37 |
| 5 - 12 employees | \$604.76 | \$20.00 | \$624.76 |
| 13 - 25 employees | \$617.78 | \$20.00 | \$637.78 |
| over 25 employees | \$624.90 | \$20.00 | \$644.90 |

| With duty of buying | | | |
|---------------------|----------|---------|----------|
| 1 - 4 employees | \$596.27 | \$20.00 | \$616.27 |
| 5 - 12 employees | \$607.68 | \$20.00 | \$627.68 |
| 13 - 25 employees | \$620.58 | \$20.00 | \$640.58 |
| over 25 employees | \$629.08 | \$20.00 | \$649.08 |

Table 2 - Allowances

| | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|--------------------|----------|--------------------|
| Section Head, Shop Walker, Supervisor, Traveller | \$10.27 | 4.0% | \$10.68 |
| Fork lift driver and deliverer | \$10.27 | 4.0% | \$10.68 |

Shop Assistants Section 3

WAGE SCHEDULE

Petrol Oil Resellers and Lubratorium Operators Only

Day Shift

| | % of At 21 year | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------|-----------------|--------------------|----------|--------------------|
| Under 16 | 40% | \$232.42 | \$8.00 | \$240.42 |
| At 16 | 50% | \$290.53 | \$10.00 | \$300.53 |
| At 17 | 60% | \$348.63 | \$12.00 | \$360.63 |
| At 18 | 70% | \$406.74 | \$14.00 | \$420.74 |

| | | | | |
|-------|------|----------|---------|----------|
| At 19 | 80% | \$464.84 | \$16.00 | \$480.84 |
| At 20 | 90% | \$522.95 | \$18.00 | \$540.95 |
| At 21 | 100% | \$581.05 | \$20.00 | \$601.05 |

Night Shift Only (30%)

| | % of At 21 year | Rate as at 1/10/05 | | Rate as at 1/10/06 |
|----------|-----------------|--------------------|--|--------------------|
| Under 16 | 40% | \$302.15 | | \$312.55 |
| At 16 | 50% | \$377.68 | | \$390.68 |
| At 17 | 60% | \$453.22 | | \$468.82 |
| At 18 | 70% | \$528.76 | | \$546.96 |
| At 19 | 80% | \$604.29 | | \$625.09 |
| At 20 | 90% | \$679.83 | | \$703.23 |
| At 21 | 100% | \$755.37 | | \$781.37 |

Afternoon Shift Only (8%)

| | % of At 21 year | Rate as at 1/10/05 | | Rate as at 1/10/06 |
|----------|-----------------|--------------------|--|--------------------|
| Under 16 | 40% | \$251.01 | | \$259.65 |
| At 16 | 50% | \$313.77 | | \$324.57 |
| At 17 | 60% | \$376.52 | | \$389.48 |
| At 18 | 70% | \$439.27 | | \$454.39 |
| At 19 | 80% | \$502.03 | | \$519.31 |
| At 20 | 90% | \$564.78 | | \$584.22 |
| At 21 | 100% | \$627.53 | | \$649.13 |

Alternating Afternoon and Night Shift (20%)

| | % of At 21 years | Rate as at 1/10/05 | | Rate as at 1/10/06 |
|----------|------------------|--------------------|--|--------------------|
| Under 16 | 40% | \$278.90 | | \$288.50 |
| At 16 | 50% | \$348.63 | | \$360.63 |
| At 17 | 60% | \$418.36 | | \$432.76 |
| At 18 | 70% | \$488.08 | | \$504.88 |
| At 19 | 80% | \$557.81 | | \$577.01 |
| At 20 | 90% | \$627.53 | | \$649.13 |
| At 21 | 100% | \$697.26 | | \$721.26 |

Alternating Day and Night* 12.5%

Alternating Day, Afternoon & Night **

Alternating Day and Afternoon ***

| | % of At 21 year | Rate as at 1/10/05 | | Rate as at 1/10/06 |
|----------|-----------------|--------------------|--|--------------------|
| Under 16 | 40% | \$261.47 | | \$270.47 |
| At 16 | 50% | \$326.84 | | \$338.09 |
| At 17 | 60% | \$392.21 | | \$405.71 |
| At 18 | 70% | \$457.58 | | \$473.33 |
| At 19 | 80% | \$522.95 | | \$540.95 |
| At 20 | 90% | \$588.31 | | \$608.56 |
| At 21 | 100% | \$653.68 | | \$676.18 |

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

WAGE SCHEDULE**Table 1 - Wages**

| Full time | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|---|--|-----------------------|----------|-----------------------|
| Process Worker (Engineering production employee) | | \$573.83 | \$20.00 | \$593.83 |
| Basic Tradeperson | | \$681.95 | \$20.00 | \$701.95 |
| Engineering Tradeperson (Multiskilled) | | \$704.35 | \$20.00 | \$724.35 |
| Engineering Tradeperson (Special Class) | | \$736.12 | \$20.00 | \$756.12 |
| Engineering Tradeperson (Senior Tradesperson) | | \$771.45 | \$20.00 | \$791.45 |

| APPRENTICES | | | | |
|-------------|-----------------------------|----------|---------|----------|
| Junior | % of Multi- skilled rate | | | |
| 1st year | 42% | \$295.83 | \$8.40 | \$304.23 |
| 2nd year | 55% | \$387.39 | \$11.00 | \$398.39 |
| 3rd year | 75% | \$528.26 | \$15.00 | \$543.26 |
| 4th year | 88% | \$619.83 | \$17.60 | \$637.43 |

| Adult | First 2 years - % of Process Worker | | | |
|----------|---|----------|---------|----------|
| | Last 2 years - % of Multi- skilled rate | | | |
| 1st year | 85% | \$487.76 | \$17.00 | \$504.76 |
| 2nd year | 85% | \$487.76 | \$17.00 | \$504.76 |
| 3rd year | 75% | \$528.26 | \$15.00 | \$543.26 |
| 4th year | 88% | \$619.83 | \$17.60 | \$637.43 |

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

WAGE SCHEDULE**Table 1 - Wages**

| Grade | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|----------------------|--------------------|----------|--------------------|
| Grade 1 | \$574.80 | \$20.00 | \$594.80 |
| Grade 2 | \$591.90 | \$20.00 | \$611.90 |
| Grade 3 | \$603.80 | \$20.00 | \$623.80 |
| Grade 4 | \$614.20 | \$20.00 | \$634.20 |
| Grade 5 | \$640.90 | \$20.00 | \$660.90 |
| Grade 6 | \$647.60 | \$20.00 | \$667.60 |
| Grade 7 | \$667.90 | \$20.00 | \$687.90 |
| Grade 8 | \$709.40 | \$20.00 | \$729.40 |
| Furniture Removalist | | | |
| Offsider | \$581.10 | \$20.00 | \$601.10 |
| Chauffeur | \$579.90 | \$20.00 | \$599.90 |

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

WAGE SCHEDULE

Table 1 - Wages

| | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|-----------------|--------------------|----------|--------------------|
| Adult Employees | \$584.10 | \$20.00 | \$604.10 |

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

WAGE SCHEDULE

Table 1 - Wages

| Adults | | Rate as at 1/10/05 | SWC 2006 | Rate as at 1/10/06 |
|--|-------------------|--------------------|----------|--------------------|
| Checker, Assembler, Sorter, Replenisher, Stock Hand Wrapper/ Tyer, Indoor Salesperson, Storeperson | | \$541.35 | \$20.00 | \$561.35 |
| Head Storeperson 1 - 4 Employees | | \$559.50 | \$20.00 | \$579.50 |
| Head Storeperson 5 - 12 Employees | | \$569.90 | \$20.00 | \$589.90 |
| Juniors | % of Checker rate | | | |
| 16 Years and under | 60% | \$324.81 | \$12.00 | \$336.81 |
| At 17 years of age | 65% | \$351.88 | \$13.00 | \$364.88 |
| At 18 years of age | 75% | \$406.01 | \$15.00 | \$421.01 |
| At 19 years of age | 85% | \$460.15 | \$17.00 | \$477.15 |
| At 20 years of age | 100% | \$541.35 | \$17.00 | \$558.35 |

23. This variation (excluding the Clerks Section) shall take effect from the first pay period commencing on or after 1 October 2006, the Clerks Section rates shall take effect from 26 June 2006.

G. M. GRIMSON *Industrial Registrar.*

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**PRIVATE HOSPITAL PROFESSIONAL EMPLOYEES (STATE)
AWARD 2006**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5046 published 17 November 2006

(361 I.G. 861)

(No. IRC 2895 of 2006)

CORRECTION

1. For the amount of "\$663.70" appearing against the classification of Librarian - Graduate, 2nd year of service, in Table 1 - Salaries, in instruction 4, substitute the following:

\$663.60"

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GROCERY PRODUCTS MANUFACTURING (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5176 published 29 December 2006

(361 I.G. 1354)

(No. IRC 3251 of 2006)

CORRECTION

1. Insert in Table 1, Wages, (Divisions 5 and 6) of Part B, Monetary Rates.

Division 5 - Boot, Floor and Stove Polishes

| Classifications | Former Award Rate Per Week 14 October 2005 \$ | Minimum Award Rate Per Week 14 October 2006 \$ |
|---|--|---|
| Person in Charge of one or More Persons | 511.50 | 531.50 |
| Paste Maker | 498.50 | 518.50 |
| Fork Lift Driver | 507.10 | 527.10 |
| All Other Employees | 488.60 | 508.60 |

Division 6 - Drugs

| Classifications | Former Award Rate Per Week 14 October 2005 \$ | Minimum Award Rate Per Week 14 October 2006 \$ |
|---------------------|--|---|
| Miller | 524.40 | 544.40 |
| Assistant Miller | 509.20 | 529.20 |
| Fork Lift Driver | 507.10 | 527.10 |
| All Other Employees | 488.60 | 508.60 |

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ENTERPRISE AGREEMENT APPROVED BY THE INDUSTRIAL RELATIONS COMMISSION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4801 published 30 June 2006

(359 I.G. 1237)

(No. IRC 1745 of 2006)

CORRECTION

1. Delete the table headed EA06/231 - Inala Disability Services Enterprise Agreement and substitute the following:

| |
|---|
| EA06/231 - Inala Disability Services Enterprise Agreement |
| Made Between: Inala Disability Service -&- the Health Services Union. |
| New/Variation: New. |
| Approval and Commencement Date: Approved and commenced 26 March 2006. |
| Description of Employees: The agreement applies to all employees employed by Inala Disability Services, who fall within the coverage of the Inala Disability Services (State) Award. |
| Nominal Term: 33 Months. |

G. M. GRIMSON *Industrial Registrar.*

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ENTERPRISE AGREEMENT APPROVED BY THE INDUSTRIAL RELATIONS COMMISSION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C4723 published 16 June 2006

(359 I.G. 1083)

(No. IRC 888 of 2005)

CORRECTION

1. Delete the table headed EA06/198 - Private Ambulance Services Providers Consent Enterprise Agreement and substitute the following:

| EA06/198 - Private Ambulance Services Providers Consent Enterprise Agreement |
|---|
|---|

| |
|--|
| <p>Made Between: Australian First Aid Professionals, Central West First Aid, Emergency Care Providers Australia Pty Ltd, Emergency Life Support, Emergency Management Services, Health Services International Pty Ltd, Immediate Assistance, Life Support and Safety Training Services, Paramedical Services Pty Ltd, Parasol EMT Riverina, Parasol EMT Sydney Pty Ltd, Workcare Medical Pty Ltd -&- the Health Services Union.</p> |
|--|

| |
|-----------------------------------|
| <p>New/Variation: New.</p> |
|-----------------------------------|

| |
|---|
| <p>Approval and Commencement Date: Approved and commenced 26 March 2006.</p> |
|---|

| |
|--|
| <p>Description of Employees: The agreement applies to all employees engaged in providing private ambulance services and associated services other than those provided by the Ambulance Service or the NSW Health Service, who fall within the coverage of the Private Ambulance Services Providers Consent (State) Award.</p> |
|--|

| |
|--|
| <p>Nominal Term: 24 Months.</p> |
|--|

G. M. GRIMSON *Industrial Registrar.*

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ENTERPRISE AGREEMENTS APPROVED BY THE INDUSTRIAL RELATIONS COMMISSION

(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)

EA07/1 - People Living With HIV/AIDS (NSW) Inc Enterprise Agreement 2006-2009

Made Between: People Living with HIV/AIDS Incorporated -&- the Australian Services Union of N.S.W.

New/Variation: Replaces EA03/97.

Approval and Commencement Date: Approved and commenced 12 December 2006.

Description of Employees: The agreement applies to all employees employed by People Living With HIV/AIDS Inc., located at Suite 5 Level 1, 94 Oxford Street, Darlinghurst NSW 2010, who fall within the coverage of the Social and Community Services Employees (State) Award.

Nominal Term: 36 Months.

CONTRACT AGREEMENTS APPROVED BY THE INDUSTRIAL RELATIONS COMMISSION

(Published pursuant to s.331(2) of the *Industrial Relations Act 1996*)

CA06/9 - 1st Fleet Print Media Distribution Contract Agreement 2006

Made Between: 1st Fleet Pty Ltd -&- the Transport Workers' Union of New South Wales.

New/Variation: New.

Approval and Commencement Date: Approved and commenced 7 December 2006.

Description of Employees: The agreement applies to contract carriers who are employed by 1st Fleet Pty Ltd who are engaged at its print media distribution terminal who provide newsagency magazine delivery services in metropolitan Sydney who fall within the coverage of the Transport Industry - General Carriers Contract Determination.

Nominal Term: 35 Months.

Printed by the authority of the Industrial Registrar.

INDUSTRIAL GAZETTE**VOLUME 361****INDEX**

Key to Abbreviations Used:

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

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| Miscellaneous Workers' - Independent Schools and Colleges, &c. (State) | (VIRC) | 480 |
| | (VIRC) | 481 |
| | (VSW) | 1322 |
| Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) | (VIRC) | 257 |
| Miscellaneous Workers Home Care Industry (State) | (VSW) | 91 |
| Motels, Accommodation and Resorts, &c. (State) | (VSW) | 857 |
| Motor Boats and Small Tugs (State) | (VSW) | 1371 |
| Motor Ferries (State) | (VSW) | 1155 |
| Motor Vehicle Salesperson (State) | (VIRC) | 258 |
| | (VIRC) | 602 |
| Mushroom Industry Employees (State) | (VSW) | 749 |
| Nestle Smithtown Enterprise Award 2004 | (VIRC) | 261 |
| New South Wales Colliers and Small Ships (State) | (VSW) | 1145 |
| Norco Co-operative Consent Enterprise | (VIRC) | 264 |
| Nurseries Employees (State) | (VSW) | 1210 |
| Nurses' (Department of Ageing, Disability & Home Care) (State) Award 2005 | (VSW) | 699 |
| Nurses, &c., Other Than in Hospitals, &c. (State) | (VIRC) | 267 |
| | (VIRC) | 268 |
| Nurses, Other Than in Hospitals, &c. (State) Award 2006 | (VSW) | 824 |
| Nursing Homes Professional Employees (State) Award 2006 | (VSW) | 731 |
| Nut Food Makers (State) | (VSW) | 1506 |
| Occupational Health Nurses' (State) | (VIRC) | 271 |
| Occupational Health Nurses' (State) Award 2006 | (VSW) | 1249 |
| Operational Ambulance Officers (State) | (VIRC) | 905 |
| Oyster Farms, &c. (State) | (VSW) | 751 |
| Paint and Varnish Makers, &c. (State) | (VIRC) | 484 |
| | (VIRC) | 485 |
| | (VSW) | 1311 |
| Parking Attendants, &c. (State) Consolidated | (VSW) | 70 |
| | (VIRC) | 72 |
| Pastoral Employees (State) | (VSW) | 1341 |
| Pastrycooks (Specified Wholesalers) | (VIRC) | 274 |
| | (VIRC) | 277 |
| | (VSW) | 1315 |

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| Pastrycooks, &c. (State) | (VIRC) | 278 |
| | (VSW) | 1229 |
| Pest Control Industry (State) | (VSW) | 1212 |
| Pet Food Manufacturers (State) | (VIRC) | 279 |
| | (VSW) | 1058 |
| PFD Food Services (Qld) Pty Ltd Sales and Distribution Employees Enterprise Award 2001 | (VIRC) | 280 |
| Pharmacy Assistants (State) | (VIRC) | 283 |
| | (VIRC) | 285 |
| | (VIRC) | 599 |
| | (VSW) | 715 |
| Photographic Industry (State) | (VIRC) | 288 |
| | (VIRC) | 488 |
| | (VIRC) | 620 |
| | (VSW) | 1324 |
| Plant, &c., Operators on Construction (State) | (VSW) | 1173 |
| | (VIRC) | 1646 |
| Plasterers, Shop Hands and Casters (State) Consolidated | (VIRC) | 1083 |
| | (VSW) | 1169 |
| | (VIRC) | 1653 |
| Plastic Moulding, &c. (State) | (VIRC) | 491 |
| Plumbers and Gasfitters (State) | (VSW) | 1327 |
| Port Waratah Coal Services Consent Enterprise (State) Award 1995 | (VIRC) | 289 |
| Potato Crisp Makers (State) | (VSW) | 1508 |
| Poultry Farm Employees (State) | (VSW) | 753 |
| Poultry Industry Livestock (State) | (VSW) | 755 |
| Poultry Industry Preparation (State) | (VSW) | 869 |
| Principal (Independent Schools) (State) Interim Award 2006 | (AIRC) | 669 |
| Printing Industries (State) | (VSW) | 1580 |
| Private Ambulance Services Providers Consent (State) | (CORR) | 1655 |
| Private Ambulance Services Providers Consent Enterprise Agreement | (CORR) | 1679 |
| Private Hospital Employees (State) Award 2006 | (VSW) | 1590 |
| Private Hospital Professional Employees (State) Award 2006 | (VSW) | 861 |
| | (CORR) | 1676 |
| Private Hospitals, Aged Care and Disability Services Industry (Training) (State) | (VSW) | 837 |
| Private Pathology Laboratories (State) | (VIRC) | 494 |
| | (VSW) | 707 |
| Professional Engineers and Professional Scientists (Private Industry) (State) | (VIRC) | 89 |
| | (VSW) | 851 |
| Professional Surveyors (Private Industry) (State) | (VIRC) | 497 |
| | (VSW) | 1318 |
| Public Health Service Employees Skilled Trades (State) Award (Incorporating the Ambulance Service of NSW Skilled Trades) | (VIRC) | 294 |
| | (VIRC) | 887 |
| Public Health System Nurses' & Midwives' (State) | (VIRC) | 297 |
| | (VIRC) | 881 |
| Public Hospital (Career Medical Officers) (State) | (VIRC) | 902 |
| Public Hospital (Medical Officers) | (VIRC) | 893 |
| Public Hospital (Training Wage) (State) | (VSW) | 848 |
| Public Hospitals (Medical Superintendents) | (VIRC) | 890 |
| Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) | (VIRC) | 896 |
| Pyrotechnics, &c. (State) | (VIRC) | 499 |
| | (VIRC) | 500 |
| | (VSW) | 1367 |
| Quality Bakers Australia Pty Limited (NSW) Enterprise Award 2005 | (VIRC) | 503 |

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| | (VIRC) | 504 |
| Quarries, &c. (State) | (VSW) | 1534 |
| Race Clubs Employees (State) | (VSW) | 1510 |
| Readymix Holdings Limited Award 2003 | (VIRC) | 1268 |
| Real Estate Industry (Clerical and Administrative) (State) | (VSW) | 411 |
| Real Estate Industry (State) Award 2003, The | (VSW) | 1587 |
| Real Estate Industry (State) Training Wage | (VSW) | 1588 |
| Recorded Music and Visual Entertainment Reproduction (State) | (VSW) | 1519 |
| Restaurant, &c., Employees' Retail Shops (State) | (VIRC) | 301 |
| | (VIRC) | 303 |
| | (VIRC) | 582 |
| | (VSW) | 1157 |
| Restaurants, &c., Employees (State) | (VIRC) | 306 |
| | (VIRC) | 307 |
| | (VSW) | 1218 |
| Retail Industry (State) Training Wage | (VSW) | 1202 |
| Retail Services Employees (State) | (VIRC) | 310 |
| | (VIRC) | 312 |
| | (VIRC) | 577 |
| | (VSW) | 1285 |
| Rinker Group T/A Readymix Holdings Pty Limited Newcastle Transport (State) Award 2002 | (VIRC) | 507 |
| Rinker Group T/A Readymix Holdings Pty Ltd Taree Transport Enterprise Bargaining Framework (State) Award 2003 | (VIRC) | 510 |
| Rinker Group t/as Readymix Holdings Pty Ltd South Coast Transport (State) Award 1997 | (VIRC) | 513 |
| Rock and Ore Milling and Refining (State) | (VSW) | 1537 |
| Rubber Workers (State) | (VSW) | 840 |
| Rural Lands Protection Boards Salaries and Conditions Award 2004 | (VIRC) | 315 |
| Saddlery, Leather, Canvas and Plastic Material Workers' (State) | (VIRC) | 516 |
| | (VIRC) | 519 |
| School Support Staff (Catholic Independent Schools) (State) Award 2005 | (VIRC) | 772 |
| School Support Staff (Independent Schools) (State) Award 2004 | (VIRC) | 1257 |
| Security Industry (State) | (VIRC) | 521 |
| | (VIRC) | 522 |
| | (ERR) | 642 |
| | (VSW) | 1585 |
| Shop Employees (State) | (VIRC) | 318 |
| | (VIRC) | 319 |
| | (VIRC) | 573 |
| | (VSW) | 1152 |
| Smallgoods Manufacturers (State) | (VSW) | 1234 |
| Soap and Candle Makers (State) Consolidated | (VSW) | 1512 |
| Staff Specialists (State) | (VIRC) | 871 |
| Starch Manufacturers, &c. (State) | (VIRC) | 322 |
| | (VSW) | 842 |
| Storemen and Packers Bond and Free Stores (State) | (VIRC) | 323 |
| | (VIRC) | 324 |
| | (VSW) | 1216 |
| Storemen and Packers, General (State) | (VIRC) | 327 |
| | (VIRC) | 328 |
| | (VSW) | 1563 |
| Storemen and Packers, Wholesale Drug Stores (State) | (VIRC) | 331 |
| | (VIRC) | 332 |
| | (VSW) | 1227 |
| Storemen and Packers, Wholesale Paint, Varnish and Colour Stores | | |

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| (State) | (VIRC) | 335 |
| | (VSW) | 1253 |
| Strappers and Stable Hands (State) | (VSW) | 761 |
| Sugar Field Workers (State) Consolidated | (VSW) | 757 |
| Surveyors' Field Hands (State) | (VSW) | 1529 |
| Sydney Cricket and Sports Ground Trust Security Enterprise Award 2001 | (VIRC) | 525 |
| | (VIRC) | 526 |
| Sydney Water Award 2004 | (VIRC) | 1381 |
| Tanning Industry (State) | (VIRC) | 336 |
| | (VIRC) | 529 |
| | (VSW) | 1251 |
| Taxi Industry (Contract Drivers) Contract Determination, 1984 | (VCD) | 1386 |
| Teachers (Catholic Early Childhood Service Centres and Pre-Schools) (State) Award 2006 | (VIRC) | 777 |
| Teachers (Independent Schools) (State) Award 2007 | (AIRC) | 1427 |
| Teachers (KU Children's Services) (State) | (VIRC) | 532 |
| Technical and Further Education Commission of New South Wales - Security Employees - Wages and Conditions | (VIRC) | 533 |
| Tennis Strings and Sutures Industry (State) | (VIRC) | 337 |
| | (VIRC) | 338 |
| | (VIRC) | 624 |
| | (VSW) | 1159 |
| Textile Industry (State) | (VSW) | 1147 |
| Theatre Managers (State) | (VSW) | 1498 |
| Theatrical Employees Recreation and Leisure Industry (State) | (VSW) | 1500 |
| TNT Express Country NSW Consent Award 2000 | (VIRC) | 535 |
| TNT Express Sydney Drivers Consent | (VIRC) | 538 |
| Toy Makers' Employees (State) | (VSW) | 1515 |
| Training Wage (State) Award 2002 | (VSW) | 1489 |
| Transport Industry - Car Carriers (NSW) Contract Determination | (VCD) | 1474 |
| Transport Industry - Cash-in-Transit (State) | (VIRC) | 541 |
| Transport Industry - Excavated Materials, Contract Determination | (VCD) | 911 |
| Transport Industry - General Carriers Contract Determination | (VCD) | 1478 |
| Transport Industry - Mixed Enterprises Interim (State) | (VIRC) | 544 |
| | (VSW) | 1567 |
| Transport Industry - Motor Bus Drivers and Conductors (State) | (VIRC) | 341 |
| Transport Industry - Mutual Responsibility for Road Safety (State) | (AIRC) | 1271 |
| Transport Industry - Mutual Responsibility for Road Safety (State) Contract Determination | (CD) | 1278 |
| Transport Industry - Petroleum, &c., Distribution (State) | (VIRC) | 547 |
| Transport Industry - Quarried Materials (State) | (VIRC) | 551 |
| | (VSW) | 1573 |
| Transport Industry - Quarried Materials, &c., Carriers Contract Determinations | (VCD) | 1485 |
| Transport Industry - Retail (State) Award 1999 | (VIRC) | 554 |
| | (VSW) | 1575 |
| Transport Industry - Tourist and Service Coach Drivers (State) | (VIRC) | 344 |
| Transport Industry - Trade Waste (State) | (VIRC) | 557 |
| Transport Industry - Waste Collection and Recycling (State) | (VIRC) | 560 |
| Transport Industry - Wholesale Butchers (State) Award 2000 | (VIRC) | 347 |
| | (VSW) | 1578 |
| Transport Industry - Wood and Coal (State) | (VIRC) | 563 |
| Transport Industry (State) | (VIRC) | 566 |
| | (VIRC) | 567 |
| | (VIRC) | 570 |
| University of Newcastle Union Food and Beverage Staff (State) | (VIRC) | 350 |
| | (VIRC) | 351 |
| University Unions (State) | (VIRC) | 354 |

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| | (VIRC) | 355 |
| | (VIRC) | 586 |
| | (VSW) | 1222 |
| Van Sales Employees' (State) | (VIRC) | 358 |
| | (VIRC) | 608 |
| | (VSW) | 717 |
| Vegetable Oils (State) | (VSW) | 1517 |
| Vehicle Industry - Repair Services and Retail (State) | (VIRC) | 361 |
| | (VIRC) | 611 |
| | (VSW) | 826 |
| Warehouse Employees' - General (State) | (VIRC) | 364 |
| | (VIRC) | 366 |
| | (VIRC) | 596 |
| | (VSW) | 711 |
| Warehouse Employees Drug (State) | (VIRC) | 369 |
| | (VIRC) | 370 |
| | (VIRC) | 593 |
| | (VSW) | 1243 |
| Westfield Design and Construction Pty Ltd Kotara Redevelopment Project | (AIRC) | 1 |
| Wholesale Fruit and Vegetable Employees' (State) | (ERR) | 90 |
| | (VIRC) | 627 |
| | (VSW) | 1232 |
| Wine Industry Consolidated (State) | (VSW) | 759 |
| Wire Drawn Ferries (State) | (VSW) | 1150 |
| Woolworths Supermarkets and Warehouse Administration (State) | (VIRC) | 373 |
| Zoological Parks Board of New South Wales Employees' (State) | (VIRC) | 635 |
| | (VIRC) | 638 |
| Zoological Parks Board of New South Wales Wages Employees' Award, 2006 | (VIRC) | 376 |
| | (VIRC) | 377 |
| | (ERR) | 639 |
| | (ERR) | 640 |
| | (ERR) | 641 |
| Instrument made pursuant to the provisions of the <i>Industrial Relations Act</i> 1996 | | 1388 |
| State Wage Case 2006 | | 913 |
| Obsolete Awards | | |
| Advisers (Diocese of Maitland-Newcastle) (State) Award 2004 | | 643 |
| Iplex Pipelines Australia Pty Limited (Hobas Plant) Enterprise (State) | | 781 |
| K U Children's Services (Other Than Teachers) (State) Consent Award 2000 | | 1387 |
| Enterprise Agreements Approved by the Industrial Relations Commission | | 382 |
| | | 644 |
| | | 912 |
| | | 1090 |
| | | 1671 |
| Contract Agreements Approved by the Industrial Relations Commission | | 1672 |