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TRANSPORT INDUSTRY - MUTUAL RESPONSIBILITY FOR ROAD SAFETY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

FULL BENCH

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

(No. IRC 4219 of 2005)

Before The Honourable Justice Wright, President
The Honourable Justice Walton, Vice-President
Mr Deputy President Sams
Commissioner Tabbaa

2 and 21 November 2006

AWARD

1. Purposes of this Industrial Instrument

The purposes of this industrial instrument are to ensure that:

- 1.1 all parties connected with the road transport of goods, including consignors, transport operators, employees, and the Union take responsibility for health and safety issues;
- 1.2 long distance road transport work is carried out safely and in accordance with applicable laws and industrial instruments;
- 1.3 the performance of long distance road transport work is properly planned in order to prevent driver fatigue;
- 1.4 employees are properly trained in matters relating to health and safety;
- 1.5 safety is not compromised as a result of underpayment of employees; and
- 1.6 professional drug taking is eliminated from the transport industry, and employees do not otherwise perform work whilst affected by drugs and alcohol.

2. Definitions

- 2.1 "Accredited official of the Union" means an officer or employee of the Union with a current instrument of authority issued under section 299 of the Act.
- 2.2 "Act" shall mean the *Industrial Relations Act 1996*.
- 2.3 "Bluecard Program" means the safety awareness program aligned to the Transport Industry National Competency Standard TDT F1 197B "Follow Occupational Health and Safety Procedures".
- 2.4 "Bluecard" means the standard-form card issued by a Bluecard Program training provider to certify that a person has completed a Blue Card Program training course.
- 2.5 "Consignor" shall mean any person, being a transport operator, who enters into a transport contract with another transport operator under which that other transport operator carries freight for the consignor. Note: the consignor may itself be subject to a contractual obligation to arrange for the carriage of the same freight.

- 2.6 "Drugs" means any drugs, whether lawfully or unlawfully taken, which affect the safe performance of work performed pursuant to a transport contract.
- 2.7 "Freight" means goods, materials and substances of all descriptions, and includes waste products, cash, livestock, and shipping and other containers (whether packed or empty).
- 2.8 "Head consignor" shall mean any person, not being a transport operator, who enters into a contract with a transport operator under which the transport operator carries freight for the head consignor. Note: the head consignor will usually be at the head of the contracting chain.
- 2.9 "Heavy vehicle" means a motor vehicle with a GVM of over 4.5 tonnes.
- 2.10 "Labour hire employee" means an employee of a labour hire business who, by arrangement between a transport operator and the labour hire business, is assigned to perform work for the transport operator in the transport operator's business.
- 2.11 "Long distance work" means any single journey or series of journeys in any one shift of more than 500km (including the distances travelled in delivering freight and travelling after the delivery of freight) carried out in a heavy vehicle.
- 2.12 "Long haul transport contract" shall mean any transport contract pursuant to which a transport operator regularly requires any employee engaged, or any Labour Hire Employee utilised, by it to perform long distance work.
- 2.13 "Professional drug use" means the use of drugs by truck drivers to combat fatigue and to stay awake and alert whilst working.
- 2.14 "Regulation" means the Road Transport (Safety and Traffic Management) (Driver Fatigue) Regulation 1999.
- 2.15 "Transport contract" shall mean any contract, arrangement or understanding between a transport operator and a consignor or head consignor under which the transport operator carries freight for the consignor or head consignor.
- 2.16 "Transport operator" shall mean any employer engaged in the business of the transport of freight by road, or who employs persons to transport freight by road.
- 2.17 "Union" shall mean the Transport Workers Union of New South Wales, registered under the Act as an industrial organisation of employees.
- 2.18 "Work" shall mean all work performed by the driver of a heavy vehicle in or in connection with long distance work, including driving work, loading and unloading work, and queueing work.

3. Safe Driving Plans

- 3.1 A transport operator must prepare a safe driving plan in relation to any work performed by its employees and/or by labour hire employees pursuant to a long haul transport contract to which the transport operator is a party.
- 3.2 A safe driving plan must:
- (i) identify the name and address of the relevant transport operator, and of the consignor or head consignor party to the relevant long haul transport contract;
 - (ii) identify the period in which work is required to be performed under the long haul transport contract to which the safe driving plan applies;
 - (iii) identify the relevant pick up and delivery locations;

- (iv) demonstrate how the work to be performed is to be remunerated in accordance with any applicable industrial instrument;
 - (v) identify the remuneration method chosen (having regard to the health and safety of relevant employees, and labour hire employees), and the rate;
 - (vi) identify the system(s) by which the effect of the chosen method of remuneration on driver fatigue may be monitored and measured;
 - (vii) identify the means by which the amount of hours and work to be performed by employees, and labour hire employees is to be limited in order to prevent driver fatigue occurring and excessive hours being worked, and the means by which such limitations are to be enforced;
 - (viii) set out how the work is to be performed and rest breaks taken in a manner consistent with the Regulation and any provisions of any applicable industrial instrument concerning hours of work, limitations upon hours of work, meal breaks, rest breaks, crib breaks and like matters;
 - (ix) identify the means by which the transport operator will ensure that any persons performing the work will be doing so free of drugs and alcohol (which shall include but not be limited to the transport operator's drug and alcohol policy implemented in accordance with clause 7 of this Award);
- 3.3 A safe driving plan must, as far as practicable, be prepared in consultation with the employees, and labour hire employees who are to perform the work the subject of the safe driving plan, and each such employee, and labour hire employee performing work the subject of the safe driving plan is to be supplied with a copy of it.
- 3.4 Insofar as the safe driving plan is to have application to labour hire employees, the transport operator will also consult with the labour hire business employing such employees in the preparation of the plan as far as practicable.
- 3.5 A safe driving plan must be reviewed regularly and updated when there is any change to the circumstances applicable to the work.
- 3.6 A copy of the safe driving plan must be provided to the consignor or head consignor party to the long-haul transport contract.
- 3.7 A consignor which is provided with a copy of a safe driving plan pursuant to subclause 3.6 hereof shall send a copy of such safe driving plan to any head consignor who has sub-contracted the cartage of the freight the subject of the safe driving plan.
- 3.8 Where the cartage of freight is to be sub-contracted by any consignor, it must be a condition of the sub-contracting arrangement that a safe driving plan applying to the cartage of such freight which conforms with the requirements of subclause 3.2 above has been provided to such consignor prior to the performance of any cartage work.
- 3.9 Nothing in this clause is intended to affect or detract from any obligation or responsibility upon an employer under the *Occupational Health and Safety Act 2000* or the *Occupational Health and Safety Amendment (Long Distance Truck Driver Fatigue) Regulation 2005*.
- 3.10 The transport operator may use a form consistent with that appearing in Annexure A provided that the use of the form complies with the terms of this Award.

4. Records and Inspection of Safe Driving Plans

- 4.1 A transport operator who is required to prepare a safe driving plan, and any consignor who is required to be provided with a copy of a safe driving plan pursuant to subclause 3.6 above shall keep a copy of the safe driving plan during the period in which the cartage of the freight the subject of the safe driving plan is being carried out, and for 6 years thereafter.

- 4.2 An accredited official of the Union is entitled to inspect a safe driving plan at the premises of any transport operator or consignor, which is required to maintain a copy of such safe driving plan under subclause 4.1 above upon the provision of 24 hours written notice.

5. Compliance With Safe Driving Plans and Applicable Laws

- 5.1 Consignors shall enter into long haul transport contracts with transport operators on the basis that strict compliance with applicable safe driving plans, the Regulation and relevant industrial instruments is a condition of the contract.
- 5.2 Consignors and transport operators must ensure that all work undertaken pursuant to a long haul transport contract to which they are party is carried out in conformity with the applicable safe driving plan, the Regulation, and any applicable industrial instrument.
- 5.3 Employees and labour hire employees must comply with any safe driving plan applicable to the work they are required to perform. If any circumstances arise which make compliance with a safe driving plan impracticable, they shall notify their employer as soon as possible.
- 5.4 Where a consignor becomes aware that a transport operator it has contracted with under a long haul transport contract has breached any applicable safe driving plan, the Regulation, or any applicable industrial instrument, the consignor must take such action as is necessary to ensure that such a breach is rectified and is not repeated. Such action may include termination of the long haul transport contract.
- 5.5 Consignors must take pro-active steps to monitor compliance by transport operators carrying freight put out to consignment by the consignor with the relevant safe driving plan, the Regulation and any applicable industrial instruments.
- 5.6 Where the Union becomes aware of any breach by a transport operator party to a long haul transport contract of any applicable safe driving plan, the Regulation, or any applicable industrial instrument, it shall notify the transport operator, the consignor, and the head consignor, of such breach, with such notification to include the necessary particulars, and shall advise of what action it thinks is necessary to ensure such breach is rectified and not repeated.
- 5.7 Where any dispute arises between the Union and a transport operator or a consignor about whether a breach of any applicable safe driving plan, the Regulation, or any applicable industrial instrument has occurred, or about what action is necessary to ensure that any such breach is rectified and not repeated, the disputes procedure set out in clause 8 of this Award shall be followed.

6. Bluecard

- 6.1 All new and existing employees engaged by transport operators, and any labour hire employees utilised by transport operators, unless currently in possession of a valid Bluecard, shall undertake a Bluecard Program paid for by the transport operator, and conducted by a licensed Bluecard Program training provider in conjunction with the transport operator. Existing employees and labour hire employees will be so trained within 3 months of the date of operation of this Award.
- 6.2 All employees and labour hire employees shall be paid no less than their usual rate of pay whilst attending a Bluecard Program training course, and shall also be reimbursed for any expenses reasonably incurred in attending such a course.
- 6.3 From 3 months after the date of operation of this Award, no employee or labour hire employee shall be permitted by a transport operator to perform work under a long haul transport contract unless in possession of a valid Bluecard.

7. Drug and Alcohol Policy

- 7.1 All transport operators shall, within six months of the date of operation of this Award, develop and implement a written drug and alcohol policy which is designed to ensure that:

- (i) professional drug-taking amongst its employees and labour hire employees is entirely eliminated; and
- (ii) no employee or labour hire employee performs work whilst impaired by the effects of drugs or alcohol;

and which otherwise conforms with the requirements of this clause.

7.2 The drug and alcohol policy to be developed and introduced by a transport operator shall:

- (i) be tailored to correlate with the transport operator's size, resources, and the nature of its operations;
- (ii) make provision for the implementation of a fair and transparent system for testing for the presence of drugs and alcohol in employees and labour hire employees;
- (iii) specify what procedure shall apply if a positive test result is recorded and verified;
- (iv) provide for paid training of employees and labour hire employees in relation to the requirements of the policy and safety issues associated with drug and alcohol use generally, with such training being carried out in conjunction with a Union representative; and
- (v) be integrated with any safe driving plans developed pursuant to clause 3 of this Award.

7.3 The drug and alcohol policy to be developed and introduced by a transport operator shall be consistent with the following principles:

- (i) Professional drug use (as defined in clause 2.14 of this Award) is the major cause of impairment to the driving and general work performance of employees, contract carriers and labour hire employees in the transport industry, and its elimination must therefore be the primary focus of the policy to be developed.
- (ii) Professional drug use occurs because of driver fatigue, so that to eliminate professional drug use it is necessary to ensure that employees, contract carriers and labour hire employees are not required to, and do not, perform work in such a way or to such an extent that driver fatigue occurs.
- (iii) Alcohol and/or drug problems arising from recreational use should be dealt with as health problems, with an emphasis on education and rehabilitation.
- (iv) Transport operators should provide training and guidance to their managers and supervisors to ensure that they:
 - (a) do not impose work pressure on employees and labour hire employees which may lead to professional drug use;
 - (b) recognise when employees and labour hire employees are becoming fatigued to the extent that professional drug use may become necessary; and
 - (c) know how to satisfactorily and fairly deal with employees and labour hire employees whose work performance or conduct is affected by alcohol or drugs.
- (v) Transport operators, managers, supervisors, employees and labour hire employees must all comply with the policy once it is in place and must cooperate with each other to prevent incidents arising from the consumption or use of alcohol and other drivers.
- (vi) Transport operators have an obligation to respond to and investigate any information provided to them which suggests that either its employees or labour hire employees are engaging in

professional drug use, or that work pressures on employees or labour hire employees are such as to make it likely that professional drug use will occur.

- (vii) Personal information received from or about employees or labour hire employees as a result of self disclosure, testing, counselling, treatment and/or rehabilitation shall be treated with the strictest confidence.
- (viii) Drug and alcohol testing shall be carried out in a way which:
 - (a) is either responsive to signs of impairment on the part of the employee or labour hire employee, and/or is genuinely random;
 - (b) permits consensual and non-consensual testing;
 - (c) respects the privacy of the person being tested;
 - (d) is as least personally invasive as possible (e.g. by use of saliva testing, but may also involve urine testing);
 - (e) conforms with accepted scientific standards;
 - (f) involves a secure chain of custody procedure with respect to any samples taken;
 - (g) allows a second sample to be provided to the employee or labour hire employee to allow independent testing to be carried out if necessary.
- (ix) Employees and labour hire employees who voluntarily disclose professional drug use or a personal drug or alcohol use problem shall not be subject to disciplinary action but shall be provided with counselling, training, and if necessary, treatment and rehabilitation.

7.4 Transport operators shall develop their drug and alcohol policies in consultation with employees labour hire employees and the Union. Where there is a dispute about any aspect of the drug and alcohol policy being developed, the policy shall not be implemented until the dispute has been resolved in accordance with the disputes procedure of this industrial instrument.

8. Disputes Procedure

- 8.1 In the event of any dispute arising in relation to the obligations imposed by this Award (including the matters referred to in clause 5.7 and 7.4 above), senior representatives of the Union and of the transport operator or consignor (as relevant) shall meet to discuss the dispute.
- 8.2 If such discussions do not resolve the dispute, it shall be referred to the Industrial Relations Commission of New South Wales for conciliation and, if necessary, arbitration.

9. Area, Incidence and Duration

- 9.1 This Award shall apply to:
 - (i) all transport operators operating wholly or partly in New South Wales and to all employees engaged by such transport operators and to all labour hire employees utilised by such transport operators in their businesses; and
 - (ii) all consignors party to transport contracts which require the cartage of freight partly or wholly within New South Wales.
- 9.2 This Award shall commence on and from 2 November 2006, except in relation to clause 3, Safe Driving Plans, which shall operate from 1 December 2006, and shall remain in force thereafter for a period of 3 years.

ANNEXURE A - SAFE DRIVING PLAN (EXAMPLE)

Operator/Consignor Identification		Delivery Period and PUD Details	Remuneration
			How Work is Remunerated having regard to health and safety Kilometre rates for driving and hourly rate for loading/unloading/queuing time
Consignor:	XYZ <Address>	Pick Up Location: Toll Minchinbury Distribution Centre	Remuneration Method and Rate: Transport Industry (State) Award - Grade 7 Long Distance Rates (29.54 cents per km) plus Hourly rate of (\$17.25 base) for all time loading/unloading/queuing.
Transport Operator:	Toll <Address>	Delivery Location: Wagga Wagga XYZ's Store	Remuneration Monitoring/Measuring Systems: GPS, On Board Computer, Auditing cross checks of pay, log book, timesheet, consignment note, GPS & Engine Records, SDP
		Period : 12.30 pm Delivery Window	Means to Limit Work Hours and Work Contact with manager (<insert phone number>) for reporting unexpected delays and rescheduling journey if necessary

Planned Application of Hours	
Planned Total Trip Time: 11.75 hours 7am - 15 minute pre-trip inspection 7.15 am to 12.00pm (Minchinbury - Wagga Wagga) 4.45 hrs driving 30 minutes break prior to unloading 12.30-1.30 pm loading unloading 1.30pm to 4.15pm (Wagga Wagga/Marulan) 30 minutes Marulan (4.45pm) 4.45 - 6.45 Marulan - Minchinbury 2 hours	
Confirmation that driver has been inducted and trained in OHS policy	
Confirmation that driver has been inducted and trained in company D&A policy	

F. L. WRIGHT *J, President.*
M. J. WALTON *J, Vice-President.*
P. J. SAMS *D.P.*
I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

TRANSPORT INDUSTRY - MUTUAL RESPONSIBILITY FOR ROAD SAFETY (STATE) CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

FULL BENCH

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

(No. IRC 4219 of 2005)

Before The Honourable Justice Wright, President
The Honourable Justice Walton, Vice-President
Mr Deputy President Sams
Commissioner Tabbaa

2 and 21 November 2006

DETERMINATION

1. Purposes of This Industrial Instrument

The purposes of this industrial instrument are to ensure that:

- 1.1 all parties connected with the road transport of goods, including consignors, transport operators, contract carriers and the Union take responsibility for health and safety issues;
- 1.2 long distance road transport work is carried out safely and in accordance with applicable laws and industrial instruments;
- 1.3 the performance of long distance road transport work is properly planned in order to prevent driver fatigue;
- 1.4 contract carriers are properly trained in matters relating to health and safety;
- 1.5 safety is not compromised as a result of underpayment of contract carriers; and
- 1.6 professional drug taking is eliminated from the transport industry, and contract carriers do not otherwise perform work whilst affected by drugs and alcohol.

2. Definitions

- 2.1 "Accredited official of the Union" means an officer or employee of the Union with a current instrument of authority issued under section 299 of the Act.
- 2.2 "Act" shall mean the *Industrial Relations Act 1996*.
- 2.3 "Bluecard Program" means the safety awareness program aligned to the Transport Industry National Competency Standard TDT F1 197B "Follow Occupational Health and Safety Procedures".
- 2.4 "Bluecard" means the standard-form card issued by a Bluecard Program training provider to certify that a person has completed a Blue Card Program training course.
- 2.5 "Consignor" shall mean any person, being a transport operator, who enters into a transport contract with another transport operator under which that other transport operator carries freight for the consignor. Note: the consignor may itself be subject to a contractual obligation to arrange for the carriage of the same freight.

- 2.6. "Contract carrier" shall be as defined in section 309 of the Act, and includes, where the context requires, a reference to the person driving the contract carrier's truck where the contract carrier is a corporation or a partnership.
- 2.7. "Drugs" means any drugs, whether lawfully or unlawfully taken, which affect the safe performance of work performed pursuant to a transport contract.
- 2.8. "Freight" means goods, materials and substances of all descriptions, and includes waste products, cash, livestock, and shipping and other containers (whether packed or empty).
- 2.9. "Head consignor" shall mean any person, not being a transport operator, who enters into a contract with a transport operator under which the transport operator carries freight for the head consignor. Note: the head consignor will usually be at the head of the contracting chain.
- 2.10. "Heavy vehicle" means a motor vehicle with a GVM of over 4.5 tonnes.
- 2.11. "Long distance work" means any single journey or series of journeys in any one shift of more than 500km (including the distances travelled in delivering freight and travelling after the delivery of freight) carried out in a heavy vehicle.
- 2.12. "Long haul transport contract" shall mean any transport contract pursuant to which a transport operator regularly requires any contract carrier engaged by it to perform long distance work.
- 2.13. "Principal contractor" shall be as defined in section 310 of the Act.
- 2.14. "Professional drug use" means the use of drugs by truck drivers to combat fatigue and to stay awake and alert whilst working.
- 2.15. "Regulation" means the Road Transport (Safety and Traffic Management) (Driver Fatigue) Regulation 1999.
- 2.16. "Transport contract" shall mean any contract, arrangement or understanding between a transport operator and a consignor or head consignor under which the transport operator carries freight for the consignor or head consignor.
- 2.17. "Transport operator" shall mean any principal contractor engaged in the business of the transport of freight by road, or who engages contract carriers to transport freight by road.
- 2.18. "Union" shall mean the Transport Workers Union of New South Wales, registered under the Act as an association of contract carriers.
- 2.19. "Work" shall mean all work performed by the driver of a heavy vehicle in or in connection with long distance work, including driving work, loading and unloading work, and queueing work.

3. Safe Driving Plans

- 3.1. A transport operator must prepare a safe driving plan in relation to any work performed by its contract carriers pursuant to a long haul transport contract to which the transport operator is a party.
- 3.2. A safe driving plan must:
- (i) identify the name and address of the relevant transport operator, and of the consignor or head consignor party to the relevant long haul transport contract;
 - (ii) identify the period in which work is required to be performed under the long haul transport contract to which the safe driving plan applies;
 - (iii) identify the relevant pick up and delivery locations;

- (iv) demonstrate how the work to be performed is to be remunerated in accordance with any applicable industrial instrument;
 - (v) identify the remuneration method chosen (having regard to the health and safety of relevant contract carriers, and the rate;
 - (vi) identify the system(s) by which the effect of the chosen method of remuneration on driver fatigue may be monitored and measured;
 - (vii) identify the means by which the amount of hours and work to be performed by contract carriers is to be limited in order to prevent driver fatigue occurring and excessive hours being worked, and the means by which such limitations are to be enforced;
 - (viii) set out how the work is to be performed and rest breaks taken in a manner consistent with the Regulation and any provisions of any applicable industrial instrument concerning hours of work, limitations upon hours of work, meal breaks, rest breaks, crib breaks and like matters;
 - (ix) identify the means by which the transport operator will ensure that any persons performing the work will be doing so free of drugs and alcohol (which shall include but not be limited to the transport operator's drug and alcohol policy implemented in accordance with clause 7 of this Contract Determination);
- 3.3 A safe driving plan must, as far as practicable, be prepared in consultation with the contract carriers who are to perform the work the subject of the safe driving plan, and each such contract carrier performing work the subject of the safe driving plan is to be supplied with a copy of it.
- 3.4 A safe driving plan must be reviewed regularly and updated when there is any change to the circumstances applicable to the work.
- 3.5 A copy of the safe driving plan must be provided to the consignor or head consignor party to the long-haul transport contract.
- 3.6 A consignor which is provided with a copy of a safe driving plan pursuant to subclause 3.5 hereof shall send a copy of such safe driving plan to any head consignor who has sub-contracted the cartage of the freight the subject of the safe driving plan.
- 3.7 Where the cartage of freight is to be sub-contracted by any consignor, it must be a condition of the sub-contracting arrangement that a safe driving plan applying to the cartage of such freight which conforms with the requirements of subclause 3.2 above has been provided to such consignor prior to the performance of any cartage work.
- 3.8 Nothing in this clause is intended to affect or detract from any obligation or responsibility upon an employer under the Occupational Health and Safety Act 2000 or the Occupational Health and Safety Amendment (Long Distance Truck Driver Fatigue) Regulation 2005.
- 3.9 The transport operator may use a form consistent with that appearing in Annexure A provided that the use of the form complies with the terms of this Contract Determination.

4. Records and Inspection of Safe Driving Plans

- 4.1 A transport operator who is required to prepare a safe driving plan, and any consignor who is required to be provided with a copy of a safe driving plan pursuant to subclause 3.5 above shall keep a copy of the safe driving plan during the period in which the cartage of the freight the subject of the safe driving plan is being carried out, and for 6 years thereafter.
- 4.2 An accredited official of the Union is entitled to inspect a safe driving plan at the premises of any transport operator or consignor, which is required to maintain a copy of such safe driving plan under subclause 4.1 above upon the provision of 24 hours written notice.

5. Compliance With Safe Driving Plans and Applicable Laws

- 5.1 Consignors shall enter into long haul transport contracts with transport operators on the basis that strict compliance with applicable safe driving plans, the Regulation and relevant industrial instruments is a condition of the contract.
- 5.2 Consignors and transport operators must ensure that all work undertaken pursuant to a long haul transport contract to which they are party is carried out in conformity with the applicable safe driving plan, the Regulation, and any applicable industrial instrument.
- 5.3 Contract carriers must comply with any safe driving plan applicable to the work they are required to perform. If any circumstances arise which make compliance with a safe driving plan impracticable, they shall notify their principal contractor as soon as possible.
- 5.4 Where a consignor becomes aware that a transport operator it has contracted with under a long haul transport contract has breached any applicable safe driving plan, the Regulation, or any applicable industrial instrument, the consignor must take such action as is necessary to ensure that such a breach is rectified and is not repeated. Such action may include termination of the long haul transport contract.
- 5.5 Consignors must take pro-active steps to monitor compliance by transport operators carrying freight put out to consignment by the consignor with the relevant safe driving plan, the Regulation and any applicable industrial instruments.
- 5.6 Where the Union becomes aware of any breach by a transport operator party to a long haul transport contract of any applicable safe driving plan, the Regulation, or any applicable industrial instrument, it shall notify the transport operator, the consignor, and the head consignor, of such breach, with such notification to include the necessary particulars, and shall advise of what action it thinks is necessary to ensure such breach is rectified and not repeated.
- 5.7 Where any dispute arises between the Union and a transport operator or a consignor about whether a breach of any applicable safe driving plan, the Regulation, or any applicable industrial instrument has occurred, or about what action is necessary to ensure that any such breach is rectified and not repeated, the disputes procedure set out in clause 8 of this Contract Determination shall be followed.

6. Bluecard

- 6.1 All new and existing contract carriers engaged by transport operators, unless currently in possession of a valid Bluecard, shall undertake a Bluecard Program paid for by the transport operator, and conducted by a licensed Bluecard Program training provider in conjunction with the transport operator. Existing contract carriers will be so trained within 3 months of the date of operation of this Contract Determination.
- 6.2 All, contract carriers shall be paid no less than their usual rate of pay whilst attending a Bluecard Program training course, and shall also be reimbursed for any expenses reasonably incurred in attending such a course.
- 6.3 From 3 months after the date of operation of this Contract Determination, no contract carrier shall be permitted by a transport operator to perform work under a long haul transport contract unless in possession of a valid Bluecard.

7. Drug and Alcohol Policy

- 7.1 All transport operators shall, within six months of the date of operation of this Contract Determination, develop and implement a written drug and alcohol policy which is designed to ensure that:
 - (i) professional drug-taking amongst its contract carriers is entirely eliminated; and

- (ii) no contract carrier performs work whilst impaired by the effects of drugs or alcohol;

and which otherwise conforms with the requirements of this clause.

7.2 The drug and alcohol policy to be developed and introduced by a transport operator shall:

- (i) be tailored to correlate with the transport operator's size, resources, and the nature of its operations;
- (ii) make provision for the implementation of a fair and transparent system for testing for the presence of drugs and alcohol in contract carriers;
- (iii) specify what procedure shall apply if a positive test result is recorded and verified;
- (iv) provide for paid training of contract carriers in relation to the requirements of the policy and safety issues associated with drug and alcohol use generally, with such training being carried out in conjunction with a Union representative; and
- (v) be integrated with any safe driving plans developed pursuant to clause 3 of this Contract Determination.

7.3 The drug and alcohol policy to be developed and introduced by a transport operator shall be consistent with the following principles:

- (i) Professional drug use (as defined in clause 2.14 of this Contract Determination) is the major cause of impairment to the driving and general work performance of employees, contract carriers and labour hire employees in the transport industry, and its elimination must therefore be the primary focus of the policy to be developed.
- (ii) Professional drug use occurs because of driver fatigue, so that to eliminate professional drug use it is necessary to ensure that employees, contract carriers and labour hire employees are not required to, and do not, perform work in such a way or to such an extent that driver fatigue occurs.
- (iii) Alcohol and/or drug problems arising from recreational use should be dealt with as health problems, with an emphasis on education and rehabilitation.
- (iv) Transport operators should provide training and guidance to their managers and supervisors to ensure that they:
 - (a) do not impose work pressure on contract carriers which may lead to professional drug use;
 - (b) recognise when contract carriers are becoming fatigued to the extent that professional drug use may become necessary; and
 - (c) know how to satisfactorily and fairly deal with contract carriers whose work performance or conduct is affected by alcohol or drugs.
- (v) Transport operators, managers, supervisors, and contract carriers must all comply with the policy once it is in place and must cooperate with each other to prevent incidents arising from the consumption or use of alcohol and other drivers.
- (vi) Transport operators have an obligation to respond to and investigate any information provided to them which suggests that either its contract carriers are engaging in professional drug use, or that work pressures on contract carriers are such as to make it likely that professional drug use will occur.
- (vii) Personal information received from or about contract carriers as a result of self disclosure, testing, counselling, treatment and/or rehabilitation shall be treated with the strictest confidence.

- (viii) Drug and alcohol testing shall be carried out in a way which:
- (a) is either responsive to signs of impairment on the part of the contract carrier, and/or is genuinely random;
 - (b) permits consensual and non-consensual testing;
 - (c) respects the privacy of the person being tested;
 - (d) is as least personally invasive as possible (e.g. by use of saliva testing, but may also involve urine testing);
 - (e) conforms with accepted scientific standards;
 - (f) involves a secure chain of custody procedure with respect to any samples taken;
 - (g) allows a second sample to be provided to the contract carrier to allow independent testing to be carried out if necessary.
- (ix) Contract carriers who voluntarily disclose professional drug use or a personal drug or alcohol use problem shall not be subject to disciplinary action but shall be provided with counselling, training, and if necessary, treatment and rehabilitation.

7.4 Transport operators shall develop their drug and alcohol policies in consultation with contract carriers and the Union. Where there is a dispute about any aspect of the drug and alcohol policy being developed, the policy shall not be implemented until the dispute has been resolved in accordance with the disputes procedure of this industrial instrument.

8. Disputes Procedure

- 8.1 In the event of any dispute arising in relation to the obligations imposed by this Contract Determination (including the matters referred to in clause 5.7 and 7.4 above), senior representatives of the Union and of the transport operator or consignor (as relevant) shall meet to discuss the dispute.
- 8.2 If such discussions do not resolve the dispute, it shall be referred to the Industrial Relations Commission of New South Wales for conciliation and, if necessary, arbitration.

9. Area, Incidence and Duration

- 9.1 This Contract Determination shall apply to:
- (i) all transport operators operating wholly or partly in New South Wales and to all contract carriers engaged by such transport operators in their businesses; and
 - (ii) all consignors party to transport contracts which require the cartage of freight partly or wholly within New South Wales.
- 9.2 This Contract Determination shall commence on and from 2 November 2006, except in relation to clause 3, Safe Driving Plans, which shall operate from 1 December 2006, and shall remain in force thereafter for a period of 3 years.

ANNEXURE A - SAFE DRIVING PLAN (EXAMPLE)

Operator/Consignor Identification		Delivery Period and PUD Details	Remuneration
			How Work is Remunerated having regard to health and safety Kilometre rates for driving and hourly rate for loading/unloading/queuing time
Consignor:	XYZ <Address>	Pick Up Location: Toll Minchinbury Distribution Centre	Remuneration Method and Rate: Transport Industry (State) Award - Grade 7 Long Distance Rates (29.54 cents per km) plus Hourly rate of (\$17.25 base) for all time loading/unloading/queuing.
Transport Operator:	Toll <Address>	Delivery Location: Wagga Wagga XYZ's Store	Remuneration Monitoring/Measuring Systems: GPS, On Board Computer, Auditing cross checks of pay, log book, timesheet, consignment note, GPS & Engine Records, SDP
		Period: 12.30 pm Delivery Window	Means to Limit Work Hours and Work Contact with manager (<insert phone number>) for reporting unexpected delays and rescheduling journey if necessary

Planned Application of Hours	
Planned Total Trip Time: 11.75 hours 7am - 15 minute pre-trip inspection 7.15 am to 12.00pm (Minchinbury - Wagga Wagga) 4.45 hrs driving 30 minutes break prior to unloading 12.30-1.30 pm loading unloading 1.30pm to 4.15pm (Wagga Wagga/Marulan) 30 minutes Marulan (4.45pm) 4.45 - 6.45 Marulan - Minchinbury 2 hours	
Confirmation that driver has been inducted and trained in OHS policy	
Confirmation that driver has been inducted and trained in company D&A policy	

F. L. WRIGHT *J, President.*
M. J. WALTON *J, Vice-President.*
P. J. SAMS *D.P.*
I. TABBAA, Commissioner.

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(241)

SERIAL C4956**RETAIL SERVICES EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales, Industrial Organisation of Employees.

(No. IRC 2704 of 2006)

Before Commissioner Murphy

24 July 2006

VARIATION

1. Delete clause 22, Wages, of Part B, Monetary Rates, of the award published 5 October 2001 (328 I.G. 261), and insert in lieu thereof the following:

22. Wages

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.

Table 1 - Total Rates

Classification	Former Rate Per Week \$	SWC 2006 \$	Total Rate Per Week \$
Propagator/Gardner	514.80	20.00	534.80
Retail Building Assistant	542.80	20.00	562.80
Retail Security Assistant			
Gatekeeper	542.80	20.00	562.80
Security Guard	542.80	20.00	562.80
Security Guard- Tell Tale	542.80	20.00	562.80
Security Guard - Additional duties	542.80	20.00	562.80
Retail Services Assistant			
Tea Attendant	523.60	20.00	543.60
Cleaner	523.60	20.00	543.60
Parking Attendant	523.60	20.00	543.60
Lift Attendant	523.60	20.00	543.60
Garden Hand	495.60	20.00	515.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$	
1	4(B)(iii)(a)	Broken Shift Allowance	11.58 per shift	
2	4(B)(iii)(b)	Excess Fares Allowance	7.50 per week	
3	7(i)	Leading Hands 1 to 5 employees	Per week 24.10	Per Day 4.82
4		6 to 10 employees	27.40	5.48
5	7(ii)	First Aid	13.20 per week	
6			2.64 per day	

7	7(iii)	Qualification Allowance	16.20 per week
8			3.24 per day
9	7(iv)	Gun Allowance	1.88 per shift
10		Maximum payment of	9.40 per week
11	7(v)	Use of multi-purpose machines and other mobile sweeping machines, mechanical equipment, operate fork lifts	2.08 per shift
12	7(vi)	Refuse disposal (Retail Services Assistant)	0.83 per hour
13		Maximum payment of	16.60 per week
14	7(vii)	Toilet cleaning, work on outside steps, marble, brass etc., which necessitates kneeling	8.30 per week
15			1.66 per day
16	7(xi)	Horticultural Certificate Course	16.20 per week
17	8	Retail Building Assistant provided with accommodation	Deduction of not more than 13.00 per week

2. Delete Items 1, 2, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 20, 21, 22 and 23 of Table 2 - Other Rates and Allowances appearing in the Appendix and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	5(a)	Night interval employees	2.08 per shift
2	5(a)	Night interval employees (working one night per week)	3.28 per shift
6	14(c)(ii)	Confection Shop - Employees working after 10.00 p.m. on any night	1.70 each night
8	38(1)(i)2(b)	Window Dressers under the age of 21	8.40 per week
9	35(i)(a)	Section Head	12.20 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	27.80 per week
11	35(i)(c)	Employee with a licence under the <i>Liquor Act</i> 1982	19.00 per week
12	35(ii)(a)	Employee delivering goods	4.20 per week
13	35(ii)(b)	Employee engaged in photographic or other modelling	40.40 per week 8.08 per day
14	35(ii)(c)	First-aid attendant	1.60 per day
15	35(ii)(d)	Employee engaged to speak a second language	8.10 per week
16	35(ii)(e)	Ticket writer - At or over 21 years of age Under 21 years of age	16.30 per week 8.15 per week
20	35(v)(a)(1)	Disability allowance for employees working in a freezer room	7.80 per week
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	11.70 per week
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	15.60 per week
23	36(i)(a)	Casual hourly rate of pay for persons employed at trade fairs, etc., between 9.00 a.m. and 6.00 p.m., with a minimum payment of six hours - At 19 years of age and over Under 19 years of age	14.17 per hour 13.87 per hour
	36(ii)(b)	Saturday Loading - Adult Employees Under 21 years	5.90 3.90

3. This variation shall take effect from the first full pay period commencing on or after 28 July 2006.

J. P. MURPHY, Commissioner

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(1014)

SERIAL C4886

BROKEN HILL COMMERCE AND INDUSTRY AGREEMENT CONSENT AWARD 2001

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Barrier Industrial Council.

(No. IRC 2640 of 2006)

Before Mr Deputy President Sams

17 July 2006

VARIATION

1. Delete Table 1 - Wages and Table 2 - Allowances of the award published 9 September 2005 (353 I.G. 677), and insert in lieu thereof the following:

Section Title:

Animal Welfare
 Cleaners & Caretakers
 Clerks
 Clothing Trades
 Furnishing Trades
 Gardeners
 Hairdressers
 Handyperson & Town Labourer
 Hotels
 Kindergarten & Child Care
 Meat Industry (Processing)
 Motels
 National Training Wage
 Plant Operators & Earth Moving
 Restaurants, Fish Shops & Cafes
 Security Industry
 Shop Assistants Sections 1 & 3
 Trades & Metals
 Transport
 Transport Industry - Tourist & Service Coach Drivers
 Warehouse & Carriers, Wholesale Wine & Spirit Merchants

2. Delete the subject matter of clause number 1.39 in the General Clauses Index 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.

3. The increases in Table 1 and Table 2 (excluding the Clerks Section) shall come into effect from the first pay period commencing on or after 1 October 2006 for a period of twelve months. The Clerks Section rates will vary from 26 June 2006.

ANIMAL WELFARE SECTION - 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	% of Adult Rate			
	Under 17 years of age	70%	\$339.08	\$14.00
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	% of Adult Rate			
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

CLEANERS & CARETAKERS SECTION - WAGE SCHEDULE

Table 1 - Wages	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

CLERKS SECTION - WAGE SCHEDULE

Table 1 - Wages	Rate as at 23/06/05	SWC 2006	Rate as at 26/6/06
GRADE			
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			
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			
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

CLOTHING TRADES SECTION - 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 Tradesperson Rate			
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			
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

FURNISHING TRADES SECTION - WAGE SCHEDULE

Table 1 - Wages			
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 Tradesperson Rate			
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				
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			
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			
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 Framers W1			
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

GARDENERS SECTION - WAGE SCHEDULE

Table 1 - Wages				
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			
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			
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				
General Garden hand	% of General Garden hand			
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

HAIRDRESSERS SECTION - 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			
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)				
	% of Hairdresser Rate			
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				
Senior operator				
		\$551.35	\$20.00	\$571.35

Juniors				
	% of Salon Asst Rate			
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				
Senior Operator		\$547.45	\$20.00	\$567.45
Juniors	% of Beauty Therapist Rate			
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

HANDYPERSON & TOWN LABOURERS SECTION - 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			
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

HOTELS SECTION - 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)			
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

KINDERGARTEN & CHILD CARE SECTION - 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				
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%

MEAT INDUSTRY (PROCESSING) SECTION - 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			
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

MOTELS SECTION - 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			
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

NATIONAL TRAINING WAGE - WAGE SCHEDULE

Table 1 - Wages Wage Level A	Rate as at 1/10/05			SWC 2006	Rate as at 1/10/06		
	Highest year of Schooling Completed				Highest year of Schooling Completed		
School Leaver	Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week		Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week
	(50%)	(33%)			(50%)	(33%)	
	\$176.80	\$220.65		4%	\$183.72	\$229.29	
	(33%)	(25%)			(33%)	(25%)	
	\$206.40	\$248.30	\$299.40	4%	\$214.48	\$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 School Leaver	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
	(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 School Leaver	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
	(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

PLANT OPERATORS & EARTHMOVING SECTION - 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

RESTAURANTS, FISH SHOPS & CAFES (WHERE MEALS ARE SERVED) SECTION - 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

SECURITY INDUSTRY SECTION - WAGE SCHEDULE

Table 1 - Wages		Rate as at 1/10/05	SWC 2006	Rate as at 1/10/06
Adult Employees				
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

SHOP ASSISTANTS SECTION 1 - WAGE SCHEDULE

Shop Assistants		Rate as at 1/10/05	SWC 2006	Rate as at 1/10/06
Years	% of At 21 rate			
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

Without duty of buying			
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			
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			
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			
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			
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			
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

TRADES & METALS SECTION - 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

TRANSPORT SECTION - 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

TRANSPORT INDUSTRY - TOURIST & SERVICE COACH DRIVERS SECTION - 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

WAREHOUSE & CARRIERS , WHOLESALE WINE & SPIRIT MERCHANTS SECTION - 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

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

4. 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.

P. J. SAMS *D.P.*

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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 2723 of 2006)

Before Commissioner Cambridge

2 August 2006

VARIATION

1. Delete subclause 8.7 of clause 8, Wage Rates, of the award published 29 June 2001 (325 I.G. 808), and insert in lieu thereof the following:
 - 8.7 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 Tables 1, 2, 3, and 5 of Part B, Monetary Rates, and insert in lieu thereof the following:

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

	Former Rate per week \$	SWC 2006 Arbitrated Safety Net Adjustment \$	Total per week \$	*Supplementary Payment per week \$
Electrical Mechanic	552.00	20.00	572.00	30.10
Electric Fitter	552.00	20.00	572.00	30.10
Electrical Instrument Fitter	576.80	20.00	596.80	32.40
Electronics Tradesperson	623.10	20.00	643.10	55.60
Plant Electrician shall be paid the same rate of pay as a Leading Hand Electrical Mechanic. NOTE: The margin for a Plant Electrician, calculated as prescribed above, is	588.40	20.00	608.40	32.70
Radio Mechanic or Fitter	552.00	20.00	572.00	30.10
Refrigeration and/or Air Conditioning Mechanic or Fitter	552.00	20.00	572.00	30.10
Battery Fitter	552.00	20.00	572.00	30.10
Electrician in charge of plant having a capacity of less than 75kw	561.10	20.00	581.10	31.30
Electrician in charge of plant having a capacity of 75 kW or more	585.50	20.00	605.50	33.00
Linesworker	524.20	20.00	544.20	27.90

Linesworker special class	543.40	20.00	563.40	29.40
Tradesperson and/or Linesworkers Assistant	481.60	20.00	501.60	24.40

* The supplementary payment prescribed shall be paid to all employees other than employees engaged on construction work.

Table 2 - Additional Margins

Item No.	Clause No.	Brief Description	Amount \$
1	4.1.1	Qualified Supervisor Certificate (Electrician)	30.80 per week
2	4.1.1	Certificate of Registration (Electrician)	16.65 per week
3	4.1.1	Licence Reimbursement Allowance - NSW "Qualified Supervisor Certificate"	0.45 (N/C)
4	4.1.2	Leading Hand Allowance	41.60 per week
5	4.1.3.1	Construction Work - In conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
6	4.1.4.1	Construction Work - Special Allowance	77.85 per week
7	4.1.5	Ship Repair Work - Tradespersons All other labour	12.30 per week 10.00 per week
8	4.1.6	Tradesperson and their assistants employed in large operating power houses	16.20 per week
9	4.1.7	Electrical Tradespersons employed at Australian Gypsum Ltd., Camellia	19.55 per week
10	4.2.1.1	Apprentices engaged on construction work - In conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
11	4.2.1.2	Apprentices engaged on ship repairs	12.30 per week
12	4.2.1.3	Apprentices engaged on construction work - Year of Apprenticeship 1st year 2nd year 3rd year 4th year	Per Week 21.60 31.50 40.70 48.25
13	4.2.2.1	Trainee apprentices engaged on construction work in conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
14	4.2.2.2	Trainee Apprentices engaged on ship repairs	12.30 per week
15	4.2.2.3	Trainee apprentices engaged on construction work - Year of Apprenticeship: 1st year 2nd year 3rd year 4th year	Per week 22.90 35.10 44.35 50.20
16	7.3.1	Tool Allowance	12.75 per week

Table 3 - Apprentice Rates

(i) Indentured Apprentices

(a) The minimum weekly rates of wages for apprentices shall be as follows:

	Former Rate per week \$	SWC 2006 Arbitrated Safety Net Adjustment \$	Total per week \$
1st year	209.05	8.35	217.40

2nd year	283.70	11.35	295.05
3rd year	409.80	16.40	426.20
4th year	470.50	18.80	489.30

(ii) Trainee Apprentices

(a) The minimum weekly rates of wages for trainee apprentices shall be as follows:

	Former Rate per week \$	SWC 2006 Arbitrated Safety Net Adjustment \$	Total per week \$
1st year	240.90	9.65	250.55
2nd year	322.80	12.90	335.70
3rd year	451.60	18.05	469.65
4th year	495.40	19.80	515.20

Table 5 - Work Related Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	14.1.1	Dirty Work Allowance	\$0.45 per hour
2	14.1.1.3	Ship Repair - Dirty Work Allowance	\$0.58 per hour
3	14.1.2	Confined Space Allowance	\$0.58 per hour
4	14.1.3	Insulation Material Allowance	\$0.58 per hour
5	14.1.4.1	Height Allowance - for each further 15 meters increase in height	\$0.49 per hour
	14.1.4.2	Bosun's chair or swinging scaffold allowance - for each further 15 meters increase in height	\$0.49 per hour
6	14.1.5.1	Wet Allowance	\$0.45 per hour
7	14.1.6.1	Hot Places Allowance - 46 degrees Celsius to 54 degrees Celsius - Where temperature exceeds 54 degrees Celsius	\$0.45 per hour \$0.58 per hour
8	14.1.7	Cold Places Allowance	\$0.45 per hour
9	14.1.8	Explosive Powered Tool Allowance - minimum payment per day	\$1.21 per day
10	14.1.9.3	Toxic Substance Allowance Employees working in close proximity to employees so engaged with such substances	\$0.59 per hour \$0.49 per hour
11	14.1.10.1	Underground Work Allowance	\$10.42 per week
	14.1.10.5	Underground Work Allowance maximum 4 days or shifts per week	\$2.09 per day or shift
12	14.1.11.1	Submarine Allowance - for work inside hull	\$0.82 per hour
	14.1.11.2	For work in other compartments listed in 4.1.11.2	\$1.36 per hour
	14.1.11.3	For work inside "D", "O" and "R" tanks	\$1.62 per hour
13	14.1.12.4	Asbestos Allowance	\$1.62 per week
14	14.2.1	Pilkington - A.C.I. Operations Pty Ltd Electrical Workers Allowance Electrical Tradesmen's Assistants Allowance	\$27.65 per week \$25.00 per week
15	14.2.2.1	AIS, JLA and BHP Construction Allowance	\$43.00 per week
16	14.2.2	Corrective Establishment Allowance	\$1.22 per hour

17	15.4.3	Up to and including 4 storey levels	Nil
		From 5 storey levels up to and including 15 storey levels	40 cents per hour
		From 16 storey levels up to and including 30 storey levels	44 cents per hour
		From 31 storey levels up to and including 45 storey levels	52 cents per hour
		From 46 storey levels up to and including 60 storey levels	63 cents per hour
		From 61 storey levels and above	71 cents per hour
18		Distant Places Allowance -	
	16.1	Central Section	\$1.00 per day
	16.2	Western Division	\$1.67 per day
	16.3	Snowy Mountains Section	\$1.67 per day
19	29	First-aid Allowance	\$2.31 per day

3. This variation shall take effect from the first pay period to commence on or after 2 August 2006.

I. W. CAMBRIDGE, Commissioner

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(494)

SERIAL C4988**LOCAL GOVERNMENT (ELECTRICIANS) (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 2723 of 2006)

Before Commissioner Cambridge

2 August 2006

VARIATION

1. Delete Part B, Monetary Rates, of the award published 4 August 2000 (317 IG 519) and insert in lieu thereof the following:

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

	Rate of pay per week	SWC 2006	Total Rate of Pay
	\$	\$	\$
Technical / Trades Band Level 1	606.90	20.00	626.90
Technical / Trades Band Level 2	671.50	20.00	691.50
Technical / Trades Band Level 3	774.00	20.00	794.00
Professional Band Level 1	671.50	20.00	691.50
Professional Band Level 2	774.00	20.00	794.00
Professional Band Level 3	872.50	20.00	892.50
Professional Band Level 4	1026.30	20.00	1046.30
Apprentice 1 year	331.10	13.24	344.30
Apprentice 2 year	391.10	15.64	406.70
Apprentice 3 year	449.20	17.96	467.20
Apprentice 4 year	505.80	20.23	526.00

Note:

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

Table 2 - Other Rates and Allowances

Clause 8 - Special Allowance	Amount \$		\$
(i) Wages			
(a) Dirty work, etc - per hour	0.25	4.00%	0.26
(b) Wet places - per hour	0.30	4.00%	0.31
(c) Confined spaces	0.30	4.00%	0.31
(d) Working underground - per hour	0.25	4.00%	0.26
(e) Working with raw sewerage - per day	5.58	4.00%	5.80
Clause 9 - Tool Allowance			
(i) Electrical Tradesperson - per week	23.20	4.00%	24.10
(iv) Compensation for loss of tools	58.60	4.00%	60.90
Clause 15 - On call			
(iii) on call allowance	76.20	4.00%	79.20
Clause 16 Meal Time Allowance			
(i) meal allowance	10.50	(CPI) 3.50%	10.90
(ii) (a) meal allowance	10.50	3.50%	10.90
(ii) (b) meal allowance on overtime	8.00	3.50%	8.30
Clause 25 Travelling Allowance			
Where employee works a distance from the depot: greater than			
3-10 kms	3.70	4.00%	3.80
10-20 kms	6.50	4.00%	6.80
20-30 kms	9.10	4.00%	9.50
30 - 40 km	11.80	4.00%	12.30
40 -50 kms	14.70	4.00%	15.30
Each additional km	0.29	4.00%	0.30
Clause 28 - Driving of Motor Vehicles			
(ii) (a) Use of private motor vehicle (cents) per km			
Under 2.5litres	0.54		0.54
2.5 litres and over	0.62		0.62
(b) Minimum yearly allowance	6,984.00		6,984.00
Clause 29 Industry Allowance			
Industry allowance - per week	38.40	4.00%	39.90
Clause 32 - Miscellaneous			
(ii) (a) West of the line allowance per day	1.03		1.03
(iii) First aid allowance - per day	2.22	4.00%	2.31

2. This variation shall take effect from the first full pay period to commence on or after 8 August 2006.

I. W. CAMBRIDGE, Commissioner

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2748 of 2006)

Before Commissioner Tabbaa

28 July 2006

VARIATION

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

4. Wages

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

The rates of pay in this award include the adjustments payable under the State Wage Case 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 of the award as varied by Commissioner Tabbaa on 4 September 2005 in IRC 4466 of 2005, and insert in lieu thereof the following:

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

Classification Grade	Former Rate Of Pay Per Week \$	SWC - 2006 \$	Total Rate Per Week \$
1	534.20	20.00	554.20
2	546.20	20.00	566.20
3	557.70	20.00	577.70
4	578.60	20.00	598.60
5	606.30	20.00	626.30

Table 2 - Wage Rates - Laboratory Employees

Classification Grade	Former Rate Of Pay Per Week \$	SWC - 2006 \$	Total Rate Per Week \$
1	534.20	20.00	554.20
1A	546.20	20.00	566.20
2A	557.70	20.00	577.70
2B	619.90	20.00	639.90

2C	638.80	20.00	658.80
3	659.60	20.00	679.60
4	680.50	20.00	700.50
5	722.20	20.00	742.20
6	763.90	20.00	783.90
7	784.80	20.00	804.80

Table 3 - Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	5(i)(a)	Leading Hand: 1-10 employees	29.42
2	5(i)(b)	Leading Hand: 11 or more employees	41.75
3	5(ii)	Storeperson Working Singly	15.75
4	8(ii)	First Aid Allowance	15.07
5	17	Meal Allowance	12.14
6	39(i)	Excess fares - transfer	0.63 per km
7	39(ii)	Excess fares normal work site	0.63 per km

3. This variation shall take effect from the beginning of the first pay period to commence on or after 5 September 2006.

I. TABBAA, Commissioner

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(336)

SERIAL C5272

FRICION MATERIALS, &c., 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 2750 of 2006)

Before Commissioner Tabbaa

28 July 2006

VARIATION

1. Delete subclauses (i) and (iv) of clause 5, Wages, of the award published 25 July 2003 (340 I.G. 646), and insert in lieu thereof the following:

- (i) Adult Employees: The following minimum rates of pay shall be paid:

Grade	Rate per Week \$
Level 1	542.60
Level 2	547.60
Level 3	552.60
Level 4	560.60
Level 5	572.60
Level 6	585.00
Level 7	602.00
Chargehand	609.00
Senior Chargehand	642.00

- (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These adjustments may 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 subclauses (i), (ii), (iii) and (iv) of clause 8, Allowances, and insert in lieu thereof the following:

- (i) First Aid Allowance: An employee appointed to act as a first aid attendant in addition to normal duties shall be paid an additional allowance of \$2.65 per day or shift.
- (ii) Boiler Attendant Certificate: An employee required to hold a Boiler Attendants Certificate shall be paid an additional \$15.60 per week.
- (iii) All employees engaged in the periodic cleaning of the dust collection filtration plant shall be paid 73 cents per hour extra whilst so engaged.
- (iv) All employees engaged in handling pigmented oxide shall be paid 36 cents per hour extra whilst so employed.

3. Delete clause 11, Shift Work Allowance for Shiftworkers, and insert in lieu thereof the following:

11. Shiftwork Allowance for Shiftworkers

- (i) Adult shift workers on afternoon shift shall be paid \$18.62 per shift and on night shift \$21.27 in addition to the rates payable under this award,
- (ii) Adult shift workers who do not work day shift in regular rotation or who work permanent afternoon or night shift, shall in addition to the rates prescribed in subclause (i) of this clause be paid \$4.66 for afternoon shift and \$10.64 for night shift over and above the relevant rotating shift rate specified in subclause (i).
4. Delete subclause (v), of clause 14, Meal Times, Meal Allowances and Crib Breaks and insert in lieu thereof the following:
- (v) An employee required to work overtime of two hours or more before or after the usual ceasing time shall be paid \$7.20 for the first meal and \$6.69 for each subsequent meal which will apply after every additional four hours overtime unless suitable meals are provided by the employer. Should an employee be notified of the intention to work overtime and then not be called upon to do so, the employee shall be paid the sum of \$7.16.
5. This variation shall take effect from the beginning of the first pay period to commence on or after 29 July 2006.

I. TABBAA, Commissioner

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PASTRYCOOKS (SPECIFIED WHOLESALERS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3255 of 2006)

Before Mr Deputy President Sams

18 October 2006

VARIATION

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

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

Classification	Former Award Wage Rate (Per Week) \$ 6 October 2005	Minimum Award Wage Rate (Per Week) \$ 18 October 2006
Foreperson/Supervisor	586.90	606.90
Pastry Cook/Tradesperson - Employed Ornamenting	557.70	577.70
Pastry Cook/Tradesperson	555.40	575.40
Pastry Cook/Other	528.40	548.40
Head Packer	568.10	588.10
Stacker (Licensed)	535.70	555.70
Motor Van Driver	531.10	551.10
Checker/Loader	516.20	536.20
Packer Group 1	513.70	533.70
Packer Group 2	505.40	525.40
Assistant Group 1	515.80	535.80
Assistant Group 2	509.80	529.80
Assistant Group 3	505.00	525.00

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

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

Classification	Minimum Award Wage Rate (Per Week) \$ 6 October 2005	Minimum Award Wage Rate (Per Week) \$ 18 October 2006
1st Year	281.40	292.65
2nd Year	320.20	333.00
3rd Year	367.65	382.35
4th Year	446.90	464.80

3. Delete subclause (b) of clause 3, Arbitrated Safety Net Adjustments, of the said Part 2, and insert in lieu thereof the following:
- (b) The rates of pay in this award include the adjustments payable under the State Wage Case 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.

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

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

In Charge of	Per Week \$
10 employees or less	18.60
11 to 20 employees	34.15
20 employees or more	40.05

- (i) Freezer/Cool Room - An employee who during the course of employment is mainly required to work in freezers, shall be paid:
- (1) between 0 degrees Celsius and 8 degrees Celsius (inclusive) - \$3.20 per day extra;
- (2) between 0 degrees Celsius and minus 18 degrees Celsius (inclusive) - \$5.25 per day extra;
- (3) below minus 18 degrees Celsius - \$8.75 per day extra.
- In addition, an employee required to work in temperatures below 7.2 degrees Celsius shall be provided with suitable headgear, gloves and protective clothing.
- (j) First-aid - An employee appointed by the employer as a first-aid attendant and who is qualified shall be paid \$11.75 per week extra.
- (k) Meal - An employee required to work overtime for more than 2 hours after finishing time on any day shall be paid \$10.35 for meal money, unless 24 hours' notice has been given.
- (l) Laundry - Uniforms where required by the employer shall be supplied by the employer. Where the employee is required to wear and launder a uniform, the employee shall receive \$7.88 per week extra.
- (m) Collecting Monies - An employee employed as a motor van driver when collecting cash for the employer shall be paid \$7.04 per week extra. In addition, the employer shall provide a suitable cash bag.
- (o) Apprentices - An apprentice who obtains and hands to the employer a certificate or statement of having passed the yearly technical college examination shall be paid \$5.45 per week for the ensuing 12 months. Every apprentice who successfully completes the 2 1/2 year trade course shall be paid \$15.35 per week.

5. This variation shall take effect from the first pay period commencing on or after 18 October 2006.

P. J. SAMS *D.P.*

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(1470)

SERIAL C5231

PROFESSIONAL SURVEYORS (PRIVATE INDUSTRY) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Association of Professional Engineers, Scientists and Managers, Australia (NSW Branch), Industrial Organisation of Employees.

(No. IRC 3078 of 2006)

Before The Honourable Justice Schmidt

21 September 2006

VARIATION

1. Delete subclause 4.5 of clause 4, Salaries and Classifications, of the award published 12 January 2001 (321 I.G. 569), and insert in lieu thereof the following:

4.5 The rates of pay in this award include the adjustments payable under the State Wage Case 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 - Salaries

Classification	Total Full-Time Award Rate Per Week \$	Full-time and Part- Time Hourly Rate \$	Casual Hourly Rate \$
Group A Graduate Surveyors			
1st Year	688.50	18.12	21.74
2nd Year	711.40	18.72	22.46
3rd Year	732.20	19.27	23.12
4th Year	753.10	19.82	23.78
5th Year	773.90	20.37	24.44
Registered Surveyors			
1st Year	794.80	20.92	25.10
2nd Year	813.70	21.41	25.69
3rd Year	832.50	21.91	26.29
4th Year	874.20	23.01	27.61
Group B Professional Surveyors	916.00	24.11	28.93
Group C Professional Surveyors	1041.10	27.40	32.88

3. Delete subclauses 10.8 and 10.9 of clause 10, Overtime, Sundays and Public Holiday Work, and insert in lieu thereof the following:

10.8 An employee required to work beyond two hours after the usual finishing time of work shall be paid a meal allowance of \$7.36 for the meal and for each subsequent meal, or be provided with an adequate meal.

- 10.9 An employee required to work on a Sunday or public holiday for more than four hours shall either be supplied with a meal by the employer or paid \$7.36 for the meal taken during the first and/or subsequent crib break.
4. Delete subclause 19.2, of clause 19, Travelling Expenses and Travelling Time, and insert in lieu thereof the following:
- 19.2 If an employee is directed to work at a place other than his/her usual place of employment the fares which shall be payable under this clause shall be such as to enable him/her to travel economy class, where available. However, air travel shall be economy class. In the case of economy air travel an allowance of \$7.36 shall be paid for each meal period occurring during the duration of the travel provided the employee did not receive a meal in flight for each period concerned.
5. Delete clause 21, Vehicle Allowance, and insert in lieu thereof the following:

21. Vehicle Allowance

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

Vehicles up to and including 2000 cc	47.71 cents per kilometre
Vehicles over 2000 cc	65.80 cents per kilometre
Four wheel drive vehicles	77.65 cents per kilometre

6. This variation shall take effect from the beginning of the first full pay period to commence on or after 20 March 2007.

M. SCHMIDT *J*

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CROWN EMPLOYEES (STOREMEN, &c.) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3260 of 2006)

Before The Honourable Justice Schmidt

18 October 2006

VARIATION

1. Delete subclause (xi), of clause 2, Wages, of the award published 16 April 2004 (344 I.G. 42), and insert in lieu thereof the following:
 - (xi) 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 Appendix I - Minimum Award Wage Rates and Appendix II - Allowances and Special Rates, and insert in lieu thereof the following:

APPENDIX I**MINIMUM AWARD WAGE RATES**

Classification	Minimum Award Wage Rates (Per Week) State Wage Case 2005 \$	Minimum Award Wage Rates (Per Week) State Wage Case 2006 \$
Storeman and/or Packer	558.70	578.70
Assembler	560.20	580.20
Forklift Driver	564.40	584.40
Leading Hand	560.80	580.80
Charge Hand	563.00	583.00

APPENDIX II**ALLOWANCES AND SPECIAL RATES**

Item No.	Subject	Amount State Wage Case 2005 \$	Amount State Wage Case 2006 \$
1	Charge Hand (1-5 employees)	16.40	17.10
2	Charge Hand (6-10 employees)	24.60	25.60
3	Charge Hand (over employees)	34.00	35.40
4	Single Employee	13.00	13.50
5	Forklift Driver	65 cents per hour	68 cents per hour
6	Mobile Crane	78 cents per hour	81 cents per hour
7	Mobile Crane	78 cents per hour	81 cents per hour

3. This variation shall take effect from the first pay period to commence on or after 16 December 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

MISCELLANEOUS WORKERS' - INDEPENDENT SCHOOLS AND COLLEGES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3295 of 2006)

Before The Honourable Justice Schmidt

18 October 2006

VARIATION

1. Delete subclause (v), of clause 13, Wages and Classification Structure, of the award published 4 May 2001 (324 I.G. 579), and insert in lieu thereof the following:

13. Wages and Classification Structures

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 - Wage Rates, of Part B, Monetary Rates and delete 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

Classification	Former Rate per week \$	State Wage Case 2006 increase \$	New rate per week \$
Level 6	627.70	20.00	647.70
Level 5	605.30	20.00	625.30
Level 4	567.40	20.00	587.40
Level 3	546.70	20.00	566.70
Level 2	534.90	20.00	554.90
Level 1	522.60	20.00	542.60

Table 2 - Other Rates And Allowances

Item No.	Clause No.	Brief Description	Former Amount \$	New Amount \$
1	11(v)(a) and (b)	Meal Allowance - Overtime		
		First Meal	8.20	8.50
		Second and subsequent meals	8.20	8.50
2	15(i)	Toilet Cleaning	7.44 per week	7.74 per week

3	15 (ii)	Leading Hands in Charge of:	Per Week	Per Week
		1-5 employees	18.86	19.61
		6-10 employees	23.45	24.39
		11-15 employees	31.51	32.77
		16-20 employees	38.09	39.61
		Over 20 employees	38.09	39.61
		Each extra employee over 20 employees	0.54 cents	0.56 cents
4	15 (iii)	First Aid Allowance	11.31 per week 2.26 per day	11.76 per week 2.35 per day
5	15 (iv)(a) and (b)	Uniforms - Laundering Allowances		
		Uniforms	6.31 per week 1.26 per shift	6.49 per week 1.30 per shift
		Aprons	2.81 per week	2.89 per week
		Chefs Overalls Trousers	8.62 per week	8.86 per week
6	15(v)	Qualification Allowance	15.35 per week	15.96 per week
		Cleaning Supervisor's Course	3.07 per day	3.19 per day
7	15(viii)	Refuse Disposal - Cleaners	0.80 cents per hour Maximum 16.17 per week	0.83 cents per hour Maximum 16.82 per week
8	15(ix)	Multi-purpose Machines - cleaners	2.05 per shift	2.13 per shift
9	15(x)	Locomotion Allowance - General Service		
		Employees Stream	20.81 per shift plus fuel	22.04 per shift plus fuel
		Employee providing own vehicle Employee providing own bicycle	1.88 per shift	1.99 per shift
10	16(i)(a), 16(i)(b), 16(i)(c)	Broken Shift Allowances		
		(a) Three shifts per day (b) Two shifts per day	7.91 per day 3.63 per day	8.23 per day 3.78 per day
11	16(i)(c)	Excess Fares Allowances	7.60 per week	7.74 per week
12	33(ii)	Tool Allowance - Apprentice Cooks - where tools not supplied	0.78 per week	0.81 per week

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

M. SCHMIDT J

PHOTOGRAPHIC INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3099 of 2006)

Before The Honourable Justice Marks

23 October 2006

VARIATION

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

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

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

The rates of pay in this award include the adjustments payable under the State Wage Case of June 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	Former Rate \$	SWC 2006 \$	Rate Per Week \$
Section A - Portrait, Advertising and Commercial Studios			
Photographer	540.60	20.00	560.60
Retoucher	530.30	20.00	550.30
Artist	530.30	20.00	550.30
Photographer's Assistant	522.80	20.00	542.80
Collector	522.80	20.00	542.80
Clerk/Receptionist	517.90	20.00	537.90
Employees not elsewhere classified -			
First three months	501.40	20.00	521.40
Thereafter	517.90	20.00	537.90
Section B - Developing, Printing and Finishing Establishments (other than mini-labs):			

Group 1 - Colour Filter Determinator Custom Colour Enlargement Printer Colour Printer Controller Microfilm Service Operator	564.70	20.00	584.70
Group 2 - Rack and Tank Colour Film Processor Colour Enlargement Printer Colour Quality Corrector Kit Mixing Operator Colour Printer Operator Microfilm Continuous Processing Operator	549.50	20.00	569.50
Group 3 - Rack and Tank Black and White Film Processor Black and White Enlargement Printer Black and White Printer Operator X-ray, Sheet Film and Sensitised Paper Finisher	532.90	20.00	552.90
Group 4 - Microfilm Operator Clerk/Receptionist	517.90	20.00	537.90
Group 5 - Employees not elsewhere classified - First three months	501.40	20.00	521.40
Thereafter	517.90	20.00	537.90
Section C - Mini-labs:			
Amateur Photo Finisher - Printing Machine Operator	526.70	20.00	546.70
Employees not elsewhere classified: First three months	501.40	20.00	521.40
Thereafter	517.90	20.00	537.90
Section D - Junior Rates Percentage of Adult Rate of Pay %			
At 16 years of age	50	First three months: 521.40 Thereafter: 537.90	
At 17 years of age	60		
At 18 years of age	70		
At 19 years of age	80		
At 20 years of age	90		

Table 2 - Allowances

Item No	Clause No	Brief Description	Amount \$
1	5(i)	Leading hand allowance	24.00
2	5(ii)	TAFE Photography Certificate	13.60
3	5(iv)	Excess fares allowance	11.50 per week 2.30 per day
4	5(v)	Meal money - 1st meal	11.70
5	5(v)	Meal money - 2nd and subsequent meals	11.70
6	5(vi)	Locomotion allowance - Standing charge - vehicles up to 2 litres (2,000cc)	221.80
7	5(vi)	Locomotion allowance - Running charge - vehicles up to 2 litres (2,000cc)	0.29
8	5(vi)	Locomotion allowance - Standing charge - vehicles over 2 litres (2,000cc)	263.10
9	5(vi)	Locomotion allowance - Running charge - vehicles up to 2 litres (2,000cc)	0.34
10	5(vi)	Kilometre allowance - vehicles up to 2 litres (2,000cc)	0.48

11	5(vi)	Kilometre allowance - vehicle over 2 litres (2,000cc)	0.58
12	5(vii)	First-aid allowance	13.05

3. This variation shall take effect from the beginning of the first pay period to commence on or after 30 November 2006.

F. MARKS *J*

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(539)

SERIAL C4989**PLUMBERS AND GASFITTERS (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 2723 of 2006)

Before Commissioner Cambridge

6 September 2006

VARIATION

1. Delete paragraph (e) of subclause (2) of clause 6, Wages, of the award published 25 February 2000 (313 I.G. 709), 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:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than Safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Rates of Pay

- (i) Wages -

Effective first full pay period on or after 26 March 2007.

Item No.	Clause No.	Classification	Amount \$
1	6.2.(a)(i)	Journeyman Plumber Base Weekly Rate	369.10
		Arbitrated Safety Net Adjustments	179.00 p.w.
			p/w p.h.
	6.2.(a)(iii)	Hourly Rate	18.27 p/h
2	6.2(c)(i)	Ships Plumber Base Weekly Rate	369.10
		Arbitrated Safety Net Adjustments	179.00
	6.2(c)(iii)	Hourly Rate	17.97

- (ii) Wages Apprentices

Indentured Apprentices - For apprentices employed by employers bound by this award, other than those employed ship's plumbing, the following wage rates shall apply:

Years of Service	Former Rate per Week \$	Industry Allowance \$	Special Allowance \$	SWC 2006 \$	Total Per Week \$
Building Industry					
1st Year	194.80	22.50	17.10	7.80	242.20
2nd Year	284.70	22.50	25.30	11.40	343.90
3rd Year	375.00	22.50	32.50	15.00	445.00
4th Year	441.10	22.50	38.70	17.60	519.90
All Other Apprentices					

1st Year	194.80			7.80	202.60
2nd Year	284.70			11.40	296.10
3rd Year	375.00			15.00	390.00
4th Year	441.10			17.60	458.70

Trainee Apprentices

Years of Service	Former Rate per Week \$	Industry Allowance \$	Special Allowance \$	SWC 2006 \$	Total Per Week \$
Building Industry					
1st Year	220.00	22.50	18.40	8.80	269.70
2nd Year	320.00	22.50	27.90	12.80	383.20
3rd Year	413.90	22.50	35.30	16.60	488.30
4th Year	465.70	22.50	43.10	18.60	549.90
All Other Apprentices					
1st Year	220.00			8.80	228.80
2nd Year	320.00			12.80	332.80
3rd Year	413.90			16.60	430.50
4th Year	465.70			18.60	484.30

Table 2 - Other Rates and Allowances

Item No	Clause No.	Brief Description	Current Amount \$	SWC 2006 Adjustment effective from FFPP 26/03/2007 \$
1	6(2)(a)(i),(ii),(iii) 6(2)(b)	Journeyman Plumber (Other than Ship's Plumber) - Industry Allowance Tool Allowance Supplementary Payment Special Allowance Registration Allowance Amount deducted from hourly rate of journeyman plumber for Drainer	21.60 per week 21.60 per week 52.10 per week 7.70 per week 0.58 per hour 0.05	22.50 per week 22.50 per week 52.10 per week 7.70 per week 0.60 per hour 0.05
2	6(2)(c)(i),(ii),(iii),(iv) 6(2)(d)(iii)(a)	Ship's Plumber - Industry Allowance Tool Allowance Supplementary Payment Special Allowance Registration Allowance Ships Plumbers Apprentice	11.40 per week 21.60 per week 52.10 per week 7.70 per week 0.58 per week 4.79 per week	11.90 per week 22.50 per week 52.10 per week 7.70 per week 0.60 per week 4.98 per week
3	7(i)(a)	Plumber's Licence	0.74 per hour	0.77 per hour
4	7(i)(b)	Gasfitter's Licence	0.74 per hour	0.77 per hour
5	7(i)(c)	Drainer's Licence	0.64 per hour	0.67 per hour
6	7(i)(d)	Plumber's and Gasfitter's Licence	1.00 per hour	1.04 per hour
7	7(i)(e)	Plumber's and Drainer's Licence	1.00 per hour	1.04 per hour
8	7(i)(f)	Gasfitter's and drainer's Licence	1.00 per hour	1.04 per hour
9	7(i)(g)	Plumber's gasfitter's and Drainer's Licence	1.38 per hour	1.43 per hour
10	7(ii)	Licensed Drainer	0.64 per hour	0.67 per hour

11	7(iii)(a)	Lead Burner	0.65 per hour	0.68 per hour
12	7(iii)(b)	Lead Burner in Chemical Works	0.90 per hour	0.94 per hour
13	7(iii)(c)(1)	Oxyacetylene or Electric Welding Certificate Minimum Payment	0.46 per hour 3.24 per day	0.48 per hour 3.37 per day
14	7(iii)(c)(2)	Certificate Holder performing welding to AS4041-1998 Minimum Minimum Payment	0.67 per hour 5.15 per day	0.70 per hour 5.36 per day
15	7(iii)(d)	Computing quantities or make-up estimates	0.49 per hour	0.51 per hour
17	9	Leading Hands - In charge of up to two employees In charge of three to five employees In charge of six to ten employees In charge of ten or more employees	0.67 per hour 0.80 per hour 1.04 per hour 1.32 per hour	0.70 per hour 0.83 per hour 1.08 per hour 1.37 per hour
18	10	Employed on any chokage or oil chokage etc.	5.55 per day	5.77 per day
19	11(i)	Wet Work	0.49 per hour	0.51 per hour
20	11(ii)	Insulation material	0.61 per hour	0.63 per hour
21	11(iii)	Cold Work	0.49 per hour	0.51 per hour
22	11(iv)	Work on WC,s, urinals, soil or waste pipes where used principally by venereal patients	0.61 per hour	0.63 per hour
23	11(v)	Hot Work between 46 and 54 degrees Celsius exceeding 54 degrees Celsius	0.47 per hour 0.61 per hour	0.49 per hour 0.63 per hour
24	11(vi)	Work with second-hand materials of an unusually dirty or offensive nature	0.49 per day	0.51 per day
25	11(vii)	Employed inside buildings where chlorine gas and/or hydrogen sulphide gas re-manufactured	0.62 per day	0.64 per day
26	11(viii)	Engaged on electric welding applicable to plumbing	0.12 per hour	0.12 per hour
27	11(ix)	Operator of explosive powered tools	1.16 per day	1.21 per day
28	11(x)(a)	Work in maximum security	1.25 per hour	1.30 per hour
29	11(x)(b)	Work in a geriatric hospital	0.34 per hour	0.35 per hour
30	11(xi)	Roof Repairs Minimum Payment	0.69 per hour 0.69	0.72 per hour 0.72
31	11(xiii)	Employed in mental institutions	0.41 per hour	0.43 per hour
32	11(xiv)	Engaged in tunnel and sewer work and in underground shafts exceeding 3 metres in depth	0.50 per hour	0.52 per hour
33	11(xv)	Engaged on alterations or repairs to boilers, flues, furnaces, retorts and kilns	1.31 per hour	1.36 per hour
34	11(xvi)	Engaged on the construction of chimneys and air shafts where construction exceeded 15 metres in height Additional amount for work above each further 15 metres	0.49 per hour 0.49 per hour	0.51 per hour 0.51 per hour
35	11(xvii)	Employees required to work in a		

		bosun's chair or on a swinging scaffold - First 4 hours For each hour thereafter	3.55 0.73 per hour	3.69 0.76 per hour
36	11(xviii)	Work on any structure at a height of more than 12.2 metres	0.49 per hour	0.51 per hour
37	11(xix)	Employees in sanitary works	5.45 per day	5.67 per day
38	11(xx)	Employees in slaughtering yards	0.33 per hour	0.34 per hour
39	11(xxii)(a)	Employees working west and north of and excluding State Highway No 17 etc., up to the Western Division	0.80 per day	0.83 per day
40	11(xxii)(b)	Employees working in the Western Division	1.31 per day	1.36 per day
41	11(xxii)(c)	Employees working in the southern districts	1.31 per day	1.36 per day
42	11(xxiii)	Engaged in cramped position or without sufficient ventilation	0.61 per hour	0.63 per hour
43	11(xxiv)	Employees required to use materials containing asbestos or to work near asbestos	0.61 per hour	0.63 per hour
4	11(xxv)	Towers Allowance Exceeding 15 metres - for all work above metres For work above each further 15 metres	0.49 per hour 0.49 per hour	0.51 per hour 0.51 per hour
45	11(xxvi)(c)	Toxic Substances Employees using Employees working in close proximity	0.61 per hour 0.49 per hour	0.63 per hour 0.51 per hour
46	11(xxxi)(d)	Engaged in asbestos eradication	1.64 per hour	1.71 per hour
47	12(i)	Employees working in ballast tanks, oil tanks and side tanks	0.61 per hour	0.63 per hour
48	12(ii)	Employees working in ship's bilges or under engine room or boiler room flooring	0.44 per hour	0.46 per hour
49	12(iii)	Employees working in and around diesel engines	0.44 per hour	0.46 per hour
50	12(iv)	Employees working in a confined space	0.64 per hour	0.67 per hour
51	12(v)(1)	Employees working inside a hull	0.77 per hour	0.80 per hour
52	12(v)(2)	Employees working in torpedo tube compartments, ballast tanks, oil tanks, below floor plates	1.39 per hour	1.45 per hour
53	12(vi)	Plumber in pipe laundry	0.99 hour	1.03 hour
54	13(iii)	Multi-story Allowance- From commencement to 15th floor from 16th to 30th floor from 31st to 45th floor from 46th to 60th floor From 61st floor onwards	0.39 per hour 0.47 per hour 0.73 per hour 0.94 per hour 1.17 per hour	0.41 per hour 0.49 per hour 0.76 per hour 0.98 per hour 1.22 per hour
73	43(ii)	First-aid Allowance	2.09	2.17

3. This variation shall take effect from the first full pay period on or after 26 March 2007.

I. W. CAMBRIDGE, Commissioner

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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 2723 of 2006)

Before Commissioner Cambridge

2 August 2006

VARIATION

1. Delete subclause 3.6, of clause 3 Wages, of the award published 17 March 2006 (358 I.G. 1), and insert in lieu thereof the following:
 - 3.6 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 Table 2 - Additional Margins, and Table 3 - Additional Allowances, of Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 2 - Additional Margins

Please note: Additional Margins and Allowances are being varied only for this Award.

Item No.	Clause No.	Brief Description	Amount \$
1	3.3.1.1	Qualified Supervisor Certificate (Electrician)	30.80 per week
2	3.3.1.2	Certificate of Registration (Electrician)	16.60 per week
3	3.3.2	Leading Hand Allowance	41.60 per week
4	3.3.3	Construction Work - In conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
5	3.3.4.1	Construction Work - Special Allowance	35.35 per week
6	3.3.5	Ship Repair Work - Tradespersons All other labour	12.30 per week 10.00 per week
7	3.3.6	Tradesperson and their assistants employed in large operating power houses	16.20 per week
8	3.5.1.2	Apprentices engaged on construction work - In conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
9	3.5.1.3	Apprentices engaged on ship repairs	12.30 per week

10	3.5.1.4	Apprentices engaged on construction work - Year of Apprenticeship 1st year 2nd year 3rd year 4th year	Per Week 21.60 31.50 40.70 48.25
11	3.5.2.2	Trainee apprentices engaged on construction work in conditions peculiar to such work, i.e., dust blowing in the wind, etc.	22.00 per week
12	3.5.2.3	Trainee Apprentices engaged on ship repairs	12.30 per week
13	3.5.2.5	Trainee apprentices engaged on construction work - Year of Apprenticeship: 1st year 2nd year 3rd year 4th year	Per week 22.90 35.10 44.35 50.20
14	5.3	Tool Allowance	12.80 per week
14	5.6	Loss of Tools - maximum compensation	422.90
14	5.7	Employee liable to pay on each claim for compensation	The first \$68.65

Table 3 -Additional Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	15.1.1	Dirty Work Allowance	\$0.45 per hour
2	15.1.1.2.4	Ship Repair - Dirty Work Allowance	\$0.58 per hour
3	15.1.2	Confined Space Allowance	\$0.57 per hour
4	15.1.3	Insulation Material Allowance	\$0.58 per hour
5	15.1.4.1	Height Allowance - for each further 15 meters increase in height	\$0.49 per hour \$0.49 per hour
	15.1.4.2	Working in bosun's chair or swinging scaffold at height of - 15m - for each additional 15m	0.49 0.49
6	15.1.5	Wet Allowance	\$0.45 per hour
7	15.1.6	Hot Places Allowance - 46 degrees Celsius to 54 degrees Celsius - Where temperature exceeds 54 degrees Celsius	\$0.45 per hour \$0.58 per hour
8	15.1.7	Cold Places Allowance	\$0.45 per hour
9	15.1.8	Explosive Powered Tool Allowance - minimum payment per day	\$1.21 per day
10	15.1.9	Toxic Substance Allowance	\$0.59 per hour
	15.1.9.4	Employees working in close proximity to employees so engaged with such substances	\$0.49 per hour
11	15.1.10	Underground Work Allowance	\$10.41 per week
	15.1.10.5	Underground Work Allowance maximum 4 days or shifts per week	\$2.09 per day or shift
12	15.1.11.1	Submarine Allowance - for work inside hull	\$0.82 per hour
	15.1.11.2	For work in other compartments listed in 4.1.11.2	\$1.36 per hour
	15.1.11.3	For work inside "D", "O" and "R" tanks	\$1.61 per hour
13	15.1.12.4	Asbestos Allowance	\$1.62 per hour
14	15.1.13	Sewerage Ocean Outfall Plants Allowance	\$.83 per hour
15	15.2.2.1	On construction work at the construction sites of Australian Iron and Steel Ltd and others - Compensation for disabilities experienced at these sites	\$43.01 per week
16	15.2.2	Corrective Establishment Allowance	\$1.22 per hour

17	16.4.3	5 storey levels up to and including 15 storey levels	41 cents per hour
		From 16 storey levels up to and including 30 storey levels	49 cents per hour
		From 31 storey levels up to and including 45 storey levels	75 cents per hour
		From 46 storey levels up to and including 60 storey levels	96 cents per hour
		From 61 storey levels and above	1.21cents per hour
18	17	Distant Places Allowance -	
	17.1	Central Section	\$1.01 per day
	17.2	Western Division	\$1.67 per day
	17.3	Snowy Mountains Section	\$1.67 per day
19	28.3	First-aid Allowance	\$2.31 per day

3. This variation shall take effect from the first pay period to commence on or after the 2 August 2006.

I. W. CAMBRIDGE, Commissioner

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(090)

SERIAL C5013**CATERERS EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2871 of 2006)

Before Mr Deputy President Sams

31 August 2006

VARIATION

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

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

Grade	Per week \$
1	511.30
2	528.30
3	553.90
4	572.60
5	607.00
6	647.60
7	668.90

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.

Table 2 - Other Rates and Allowances

Table 2A - Effective from the first pay period to commence on or after 18 September 2006

Item No.	Clause No.	Brief Description	Amount \$
1	7.1	Meal Allowance	9.14
2	13.2	Apprentices Tool Allowance	0.68 per week
3	23.1	Laundry Allowance:- - special clothing requiring ironing - special clothing not requiring ironing	2.76 per day to a maximum of 8.27 per week 1.56 per day to a maximum of 4.79 per week
4	8.5	Fares reimbursement	9.09

Table 2 - Other Rates and Allowances

Table 2B - Effective from the first pay period to commence on or after 18 March 2007

Item No.	Clause No.	Brief Description	Amount \$
1	7.1	Meal Allowance	10.78
2	13.2	Apprentices Tool Allowance	0.68 per week
3	23.1	Laundry Allowance:- - special clothing requiring ironing - special clothing not requiring ironing	3.21 per day to a maximum of 9.63 per week 1.81 per day to a maximum of 5.58 per week
4	8.5	Fares reimbursement	10.68

3. This variation shall commence from the first full pay period on and from 18 September 2006.

P. J. SAMS *D.P.*

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CLERICAL AND ADMINISTRATIVE EMPLOYEES (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 2659 of 2006)

Before Commissioner Murphy

13 July 2006

VARIATION

1. Delete subclause 7.4 of clause 7, Payment of Wages, of the award published 17 March 2006 (358 I.G. 69), and insert in lieu thereof the following:

7.4 State Wage Case Adjustment

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

- (i) any equivalent over award 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 - Adult Wages**

The following Minimum rates of wages shall take effect from the first pay period to commence on or after 13 July 2006.

Grade	Weekly Rate Pre SWC 2006 \$	SWC 2006 \$	Weekly Rate \$
1	523.60	20.00	543.60
2	544.50	20.00	564.50
3	578.20	20.00	598.20
4	619.90	20.00	639.90
5	680.50	20.00	700.50

Table 2 - Junior Wages

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

- (a) Equivalent to grade 3 or above

Age	Weekly Rate Pre SWC 2006 \$	SWC 2006 %	Weekly Rate \$
At 17 years of age	275.05	4%	286.05

At 18 years of age	339.85	4%	353.45
At 19 years of age	388.45	4%	404.00
At 20 years of age	458.60	4%	476.95

(b) All other junior employees

Age	Weekly Rate Pre SWC 2006 \$	SWC 2006 %	Weekly Rate \$
Under 17 years of age	206.45	4%	214.70
At 17 years of age	258.45	4%	268.80
At 18 years of age	316.80	4%	329.45
At 19 years of age	359.20	4%	373.55
At 20 years of age	422.70	4%	439.60

Table 3 - Telephone Canvassers (Other Than for the Sale of Goods)

Classification	Weekly Rate pre SWC 2006 \$	SWC 2006 \$	Weekly Rate Full-time \$	Weekly Rate Part-time (Weekly rate divided by 38) \$	Hourly Rate Casual (Weekly rate divided by 38 plus 20% loading Includes 1/12 holiday pay) \$
Telephone canvasser	501.10	20.00	521.10	13.71	16.46

Table 2 - Other Rates And Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	9.9.1	Saturday Loadings: Adult	15.55
		Employees under 21 years of age	10.50
2	10.3.2	Meal Money (shift Work))	11.25
3	13.1	Meal Allowance (Overtime	11.25
4	13.5	Own Car Allowance: For vehicle 1,500cc and under	88.75
		For a vehicle over 1,500	109.70
5	13.5	Own Car allowance For use on a casual or incidental basis	0.61 per km
6	13.7	First-Aid Allowance	9.25

3. This variation shall take effect from the first full pay period to commence on or after 13 July 2006

J. P. MURPHY, Commissioner

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(077)

SERIAL C4990**BUTTON MAKERS, (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2678 of 2006)

Before Commissioner Cambridge

20 July 2006

VARIATION

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

12.2 State Wage Case 2006

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 - Rates of Pay**

Rates of pay from the beginning of the first pay period to commence on or after 20 July 2006

Skill Level	Description	Award Rate Per Week \$
1	Trainee/ Labourer	504.40
2	General Operations Duties	529.50
3	Warehouse Duties	543.70
4	Technically Skilled and Assistant Supervisor	564.50
5	Trades person/ Assistant Foreperson	596.20
6	Production Support Supervisor	619.10
7	Supervisor	639.90

Table 2 - Other Rates and Allowances

Allowances from the beginning of the first pay period to commence on or after 20 July 2006.

Item No	Clause No	Brief Description	Amount \$
1	20.1	First-aid Allowance	10.20 per week
2	20.2	Leading Hand Allowance - In charge of up to 10 employees In charge of 11 to 20 employees In charge of 21 or more employees	Per week 21.55 31.40 38.05
3	20.8	Payment by Results Systems - Employee who instructs learners 1st week 2nd week 3rd week continue instructing a learner thereafter	5.10 4.45 3.95 3.95
4	20.9	Change of shifts without 2 days' notice - compensation	16.85
5	20.10	Meal Allowance For each subsequent meal	7.15 5.25
6	52.1 52.2	Disability Allowance Inadequate dining and/or rest facilities	3.65 3.65

3. This variation shall take effect from the first full pay period on or after 20 July 2006.

I. W. CAMBRIDGE, Commissioner

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PASTORAL 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 3161 of 2006)

Before The Honourable Justice Schmidt

21 November 2006

VARIATION

1. Delete subclause (a) of clause 74, Safety Net and State Wage Case Commitments, of the award published 26 October 2001 (328 I.G. 1188) and insert in lieu thereof the following:
 - (a) 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 - Rates of Pay**

Clause No.	Rates for Shearers	Rate \$
10(a)(i)	If "not found": For flock sheep (wethers, ewes and lambs) by machine With own handpiece	210.65 per 100 214.11 per 100
10(a)(viii)	If "found": The rates prescribed for "not found" in clause 10 (a)(i) less	22.30 per day
10(a)(ix)	Engagement by the day, handpiece provided: "Not found" "Found" "Found" If using own handpiece: "Not found" "Found"	157.45 per day 135.15 per day 159.90 per day 137.60 per day

Clause No.	Rates for Crutching	Rate per 100 at sheds \$	Rates per 100 other than at sheds \$
11(a)	If "Not found" - Full crutching, that is, shearing the inside and parts of the legs, between the legs, and around and above the tail. In addition when required: Removing wool that has been struck by blowfly; and/or Lifting the bottom leg and shearing that leg prior to turning sheep to complete the shearing around and above the		

	tail; and/or giving up to two blows above the tail	61.10	52.65
	All other crutching	48.45	42.15
	For wiggling or ringing	23.15	23.15
	For either wiggling or ringing in addition to crutching - crutching rates plus	6.30	6.30
	For wiggling and ringing	37.90	37.90
	For wiggling and ringing in addition to crutching - crutching rates plus	10.55	10.55
	For clearing the belly of any ewe above the teats (not more than two blows of the machine or shears) - crutching rates plus For rams and ram stags - double the rates prescribed in paragraphs (i) to (vi) of subclause (a) of clause 10, Rates for Shearers	5.25	5.25
	Handpiece Allowance	1.16 per 100	1.16 per 100
	For Stud ewes and their lambs - one and one quarter of the rates prescribed in paragraphs (i) to (vi) of subclause (a) of the said clause 10.		
11(b)	If Not "found" - Piecework rates Use of own handpiece	157.45 159.90	157.45 159.90
11(c)	Per Day: If "found", the rates as per piecework rates above less	22.30 per day	22.30 per day

Clause No.	Rates for Shed Hands	Per Run \$
12	If "not found" - Adults: For adults with 65 days or more experience as a shed hand For adults with less than 65 days experience as a shed hand	41.80 40.30
	Juniors - 18 to 20 years - With 65 work days or more experience as a shed hand With less than 65 work days experience as a shed hand Under 18 years - With 65 work days experience as a shed hand With less than 65 work days experience as a shed hand If "found" - The rates prescribed for adults for "not found" less	37.60 36.25 29.25 28.20 22.30

Clause No.	Rates for Woolpressers	Per Kilo \$	Per Bale \$
13(a)(i)	If "not found" - For pressing: By hand By power	0.0885 0.0590	13.49 8.99
13(a)(ii)	For weighing and branding bales Minimum weekly rate(per run x no. of runs)		0.27 per bale extra 48.58 per run
13(a)(v)	If "found" - The rates prescribed for "not found" in clause 13 (a)(i)(ii) less		22.30 per day
13(c)	Woolpressers engaged at timework rates: If "not found" If "found" - the rate prescribed for "not found" less		48.58 Per run 22.30 per run

Clause No.	Rates for Shearing Cooks	Per Week \$
14(a)	If "found" - Cooking for up to 13 persons Cooking for 13 person and over	182.36 per day 14.03 per person per day

Clause No.	Rates for Station Hands	SWC 2005 Amount \$	SWC 2006 Adjustment \$	SWC 2006 Amount \$
50(a)(i)(1)	Without keep - Station Hand Grade 1	484.40	20.00	504.40
50(a)(i)(2)	General Station Hand Grade 2	509.40	20.00	529.40
50(a)(i)(3)	Senior Station Hand Grade 3	534.50	20.00	554.50
50(a)(i)(4)	Rural Tradesperson	578.40	20.00	598.40
50(a)(iii)	Adult Station Hand engaged by the day without keep			14.82 per hour
	With keep - The weekly rates prescribed above, less		84.75	88.15

Clause No.	Rates for Station Cooks	SWC 2005 Amount \$	SWC 2006 Adjustment \$	SWC 2006 Amount \$
50(b)	Cook who cooks for 13 persons or less on the average of the week	484.40	20.00	504.40

The cook shall not be included when counting the average number of persons cooked for.

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	18(d)	Learner's comb/cutters allowance	8.50 per week
2	22(a)(ii)	Sleeping quarters allowance	32.75 per night
3	22(a)(ii)	Excess travelling time allowance	10.95 per hour
4	22(b)(i)	Travelling allowance (Shearers/Crutchers only)	8.25 per day
5	22(b)(ii)	Vehicle allowance	0.28 per km
6	23(d)(i) & 54 (c)	Meat charge (if supplied by the employer)	0.38 per kg
7	26(a)	Breakdown of machinery allowance - "not found" "found" With own handpiece - "not found" "found"	126.70 per day 105.75 per day 128.80 107.90
8	31(e)	Charge for injured sheep	1.47 per sheep
9	37(g)	Leaving forfeiture - Maximum	963.68
10	39(g)	Excess rate for waiting time - Leaving or discharge	124.90 per day
11	39(h)	Excess rate for waiting time - Cut-out	124.90 per day
12	52(a)	Own horse allowance	2.10 per week
13	52(a)	Own saddle allowance	1.65 per week
14	52(c)	Jetting/spraying/swabbing sheep	0.97 per day
15	62	Meal Allowance-travelling	0.90 per day
16	62	Accommodation Allowance- travelling	2.70 per night

3. Delete Schedule B, Formula and insert in lieu thereof the following:

SCHEDULE B

FORMULA

Shearer's Formula

	\$
Total Rate	533.20
Plus 20% piecework allowance - total rate x 20%	106.64
Plus 20% casual loading - total rate x 20%	106.64
Plus shearing industry allowance	230.85
- delays for wet weather	42.40
- travelling	66.00
- isolation and discomfort	81.60
- rations	40.85
Total	977.33
Rates per 100 conversion - total divided by 5	195.45
Plus disability allowance	1.50
Plus allowance for combs/ cutters	13.70
Total Rate per 100	210.65
Plus payment for handpiece	3.46
Total	214.11
Crutching Rates -	
Full crutching at sheds: 29% of shearer's per 100 rate	61.10
All other crutching at sheds: 23% of shearers per 100 rate	48.45
Full crutching other than at sheds: 25% of shearer's per 100 rate	52.65
All other crutching other than at sheds: 20% of shearer's per 100 rate	42.15
Wigging or ringing: 11% of shearer's per 100 rate	23.15
Wigging or ringing in addition: 3% of shearer's per 100 rate	6.30
Wigging and ringing: 18% of shearer's per 100 rate	37.90
Wigging and ringing in addition: 5% of shearer's per 100 rate	10.55
Cleaning bellies, etc: 2.5% of shearer's per 100 rate	5.25
Lack of amenities allowance (per day)	6.80
Handpiece allowance (per 100)	1.16

	Handpiece provided \$	Handpiece not provided \$
Daily rate - "Not found" - Old daily rate x Shearer's rate per 100 divided by old shearer's rate per 100	157.45	159.90
"Found" - Not found rate less found deduction	135.15	137.60

Learners -	Per run \$
Inexperienced adult shed hand rate	40.30
Experienced adult shed hand rate	41.80
	Per week \$
Combs and cutters allowance: 62.25% of shearer's combs and cutters allowance per 100	8.50
Shearing Cook's Formula - Base rate	526.14
Safety Net Adjustment	20.00
Total Rate	546.14
Plus 20% casual loading - total rate x 20%	109.23

Plus 20% long hours allowance - total rate x 20	109.23
Plus shearing industry allowance	147.20
Travelling	65.70
Isolation / discomfort	81.50
Total	911.80
Daily rate - total divided by 5	182.36
Per employee per day rate - daily rate divided by 13	14.03
Shed Hands (Adult) Formula - With less than 65 work days experience:	Amount \$
Base Rate	459.38
Safety Net Adjustment	20.00
Total Rate	479.38
Plus 20% casual loading - new base wage rate x 20%	95.88
Plus shearing industry allowance	230.35
- delays for wet weather	42.20
- travelling	65.80
- isolation/discomfort	81.60
- rations	40.75
Total	805.61
Per run - total divided by 20	40.30
With more than 65 work days experience:	
Base rate	484.42
Safety Net Adjustment	20.00
Total rate	504.42
Plus 20% casual loading - new base wage rate x 20%	100.88
Plus shearing industry allowance	230.35
- delays for wet weather	42.20
- travelling	65.80
- isolation/discomfort	81.60
- rations	40.75
Total	835.65
Per run - total divided by 20	41.80
Juniors:	
18-20 years:	
With 65 work days or more experience as shed hand - 90% of equivalent adult rate	37.60
With less than 65 work days experience as a shed hand -90% of equivalent adult rate	36.25
Under 18 years:	
With 65 work days or more experience as shed hand - 70% of equivalent rate	29.25
With less than 65 work days experience as a shed hand - 70% of equivalent adult rate	28.20

Woolpresser's Formula	Piecework \$	Timework \$
Base Rate	489.80	509.45
Safety Net Adjustment	20.00	20.00
Total	509.80	529.45
Plus 20% piecework allowance- total rate x 20%	101.96	105.89
Plus 20% casual loading - total rate x 20%	101.96	
Plus shearing industry allowance	230.35	230.35
- delays for wet weather	42.20	42.20
- travelling	65.80	65.80
- isolation/discomfort	81.60	81.60
- rations	40.75	40.75
Total per week	944.07	865.69

Per run - total divided by 20	47.20	43.28
- by hand - per bale - total divided by 70	13.49	
- by hand - per kilo - rate divided by 152.4	0.08845	
- by power - per bale - by hand per bale rate x 2/3	8.99	
- by power - per kilo - rate divided by 152.4	0.0590	

Additional Rates -		Per day \$
Found deduction - cooks per employee per day rate plus \$6.00 per rations		22.30
Breakdown allowance - old rate x shearer's rate per 100 divided by old shearer's rate per 100:		
- Not found - handpiece provided		126.70
- handpiece not provided		128.80
- Found - handpiece provided		105.75
- handpiece not provided		107.90
Waiting time - old rate x shearer's rate per 100 divided by old shearer's rate per 100		126.70
Absence from work - shearer's weekly wage equivalent (rate per 100 x 5)		1053.25

4. Delete Schedule C and insert in lieu thereof the following:

SCHEDULE C

ECONOMIC INCAPACITY

- (1) Employers listed in this Schedule have been granted a postponement in the payment of wages and allowance increases flowing from the State Wage Case 2006 Decision in respect of employees engaged pursuant to Section II - Station Hands, of the award due to adverse economic circumstances as a consequence of drought. The list can be added to or subtracted from at any time subject to a ruling of the Industrial Relations Commission of New South Wales. The postponement commences from the date the application is approved until 1 August 2007 subject to the capacity to make a further application at that time.
- (2) Applications will be dealt with by the Industrial Relations Commission of New South Wales in accordance with the process outlined in the decision of Vice President Ross of the Australian Industrial Relations Commission in PR 940769 (19 November 2003) on the proviso that any reference in that decision to industrial tribunals, industrial provisions or principles in the jurisdiction of the Commonwealth of Australia shall be read as referring, where practicable, to its State counterpart in New South Wales.
- (3) The wages to be paid by the employers listed in the Schedule relate to Section II - Station Hand employees. The following wage rates and allowances correspond to the relevant clauses in this award:

Clause No.	Rate \$
50(a)(i)(1)	584.40
50(a)(i)(2)	509.40
50(a)(i)(3)	534.50
50(a)(i)(4)	578.40
50(a)(i)	84.75
50(b)	484.40
52(a)	2.00 and 1.60 respectively
52(c)	0.93
62	0.87 and 2.65 respectively

- (4) The Commission has approved the application to postpone wage and allowance increases in accordance with clauses 1 and 2 of this Schedule to the following employers:

Employer Name	Employer Address	Operative Date
5.	This variation shall take effect from the beginning of the first full pay period to commence on or after 31 December 2006.	

M. SCHMIDT *J*

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(1310)

SERIAL C4983

CROWN EMPLOYEES (PUBLIC SERVICE CONDITIONS OF EMPLOYMENT) REVIEWED AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Employment Office.

(No. IRC 2861 of 2006)

Before The Honourable Justice Schmidt

9 August 2006

VARIATION

1. Delete paragraph (4) of subclause (a) of clause 54, Review of Allowances Payable in Terms of This Award, of the award published 10 March 2006 (357 I. G. 1108) and insert in lieu thereof the following:
 - (4) Clause 95, Overtime meal allowances, for breakfast, lunch and dinner.
2. Delete paragraph (10) of subclause (b) of clause 54, and insert in lieu thereof the following:
 - (10) Clause 95, Overtime meal allowances, for supper.
3. Delete Table 1 - Allowances of Part B Monetary rates and insert in lieu thereof the following:

Table 1 - Allowances

Effective 1 July 2006

Item No	Clause No	Description	Amount \$
1		Meal expenses on one day journeys Capital cities and high cost country centres (see list in item 2)	
	29(1)	Breakfast	19.60
	29(2)	Dinner	37.80
	29(3)	Lunch	21.95
		Tier 2 and other country centres (see list in item 2)	
	29(1)	Breakfast	17.50
	29(2)	Dinner	34.55
	29(3)	Lunch	20.05
2	30(2)(a)	Travelling allowances when staying in non- govt accommodation	
		Capital cities	Per day
		Adelaide	230.30
		Brisbane	235.30
		Canberra	208.30
		Darwin	222.30
		Hobart	198.30
		Melbourne	244.30
		Perth	220.30
		Sydney	252.30

		High cost country centres	Per day
		Ballarat (VIC)	194.30
		Bendigo (VIC)	189.30
		Broome (WA)	228.30
		Burnie (TAS)	194.30
		Carnarvon (WA)	191.30
		Christmas Island (WA)	214.30
		Dampier (WA)	199.30
		Devonport (TAS)	197.80
		Exmouth (WA)	190.30
		Gold Coast (QLD)	206.30
		Halls Creek (WA)	206.30
		Horn Island (QLD)	213.30
		Jabiru (NT)	284.30
		Kalgoorlie (WA)	196.30
		Karratha (WA)	260.30
		Kununurra (WA)	207.30
		Launceston (TAS)	190.30
		Newcastle (NSW)	195.80
		Newman (WA)	213.80
		Norfolk Island	194.30
		Pt Hedland (WA)	218.30
		Thursday Island (QLD)	234.30
		Warrnambool (VIC)	189.30
		Weipa (QLD)	219.30
		Wilpena (SA)	200.80
		Wollongong (NSW)	198.30
		Yulara (NT)	401.30
	30(2)(a)	Tier 2 country centres	Per day
		Alice Springs (NT)	176.05
		Bordertown (SA)	176.05
		Bright (VIC)	176.05
		Bunbury (WA)	176.05
		Cairns (QLD)	176.05
		Castlemaine (VIC)	176.05
		Cocos (Keeling) Island	176.05
		Derby (WA)	176.05
		Geelong (VIC)	176.05
		Katherine (NT)	176.05
		Maitland (NSW)	176.05
		Mount Gambier (SA)	176.05
		Mount Isa (QLD)	176.05
		Mudgee (NSW)	176.05
		Northam (WA)	176.05
		Orange (NSW)	176.05
		Port Lincoln (SA)	176.05
		Port Macquarie (NSW)	176.05
		Portland (VIC)	176.05
		Queenstown (TAS)	176.05
		Wagga Wagga (NSW)	176.05
	30(2)(a)	Other country centres	Per Day
	30(2)(b)	Incidental expenses when claiming actual expenses - all locations	14.95
	30(5)	Daily allowance payable after 35 days and up to 6 months in the same location - all locations	50% of the appropriate location rate
3	31	Government accommodation - incidental expenses	14.95

4	36(b)(1) 36(b)(1) 36(b)(2)	Camping allowance Established camp Non established camp Additional allowance for staff who camp in excess of 40 nights per year	Per night 24.65 32.65 7.80
5	37(b)	Composite allowance (per day)	117.70
6	38(c) 38(c) 38(h)(2) 38(g)	Use of private motor vehicle Official business Engine capacity- over 2700cc 1600cc to 2700cc under 1600cc Casual rate Engine capacity- Over 2700cc 1600cc-2700cc under 1600cc Motor cycle allowance Normal business During transport disruptions Towing trailer or horse float Transport allowance Engine capacity- Over 1600cc 1600cc and under	Cents per kilometre 81.2 75.6 54.1 28.9 26.8 22.6 35.6 17.9 10.5 34.6 29.0
7	40(b) 40(c)	Camping equipment allowance Camping equipment allowance Bedding and sleeping bag	Per night 24.35 4.05
8	41(b)(1) 41(b)(2) 41(b)(3) 41(b)(1) 41(b)(2) 41(b)(3)	Remote areas allowance With dependants - Grade A - Grade B - Grade C Without dependants - Grade A - Grade B - Grade C	Per annum 1,563 pa 2,072 pa 2,768 pa 1,090 pa 1,453 pa 1,939 pa
9	42(a)	Assistance to staff members stationed in a remote area when travelling on recreation leave By private motor vehicle Other transport - with dependants Other transport - without dependants Rail travel	Appropriate casual rate up to a maximum of 2850 kms less \$38.50 Actual reasonable expenses in excess of 38.50 and up to 258.00 Actual reasonable expenses in excess of 38.50 and up to 127.40 Actual rail fare less 38.50
10	43	Insurance cover	Up to A 1,173
11	44(b)	Exchanges	Actual cost
12	45(a)	Room at home used as office	712 pa
13	93(a)	On-call (stand-by) and on-call allowance	0.70 per hour

14	47	Flying allowance	15.00 per hour
15	48(a)	Uniforms, protective clothing and laundry allowance	3.75 per week
16	50(a)	Garage and carport allowance - Garage allowance - Carport allowance	Per annum 504 pa 112 pa
17	52(a)	Community language allowance scheme - Base Level Rate - Higher Level Rate	Per annum 996 pa 1,496 pa
18	53(a)	First aid allowance - Holders of basic qualifications - Holders of current occupational first aid certificate	Per annum 640 pa 963 pa
19	95(a)	Overtime meal allowances Breakfast Lunch Dinner Supper	Effective 1 July 2006 21.90 21.90 21.90 8.50

4. This variation will take effect on and from 1 August 2006.

M. SCHMIDT J

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(279)

SERIAL C5240

DENTAL ASSISTANTS AND SECRETARIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by N.S.W. Dental Assistants Association, Industrial Organisation of Employees.

(No. IRC 3466 of 2006)

Before The Honourable Justice Schmidt

27 November 2006

VARIATION

1. Delete subclause (ii) of clause 1, Wages and Classifications, of the award published 27 February 2004 (343 I.G. 434), 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 - Wages**

- (i) Adults:

Level	State Wage Case 2005 (\$17.00)	State Wage Case 2006 (\$20.00)
1	523.60	543.60
2	544.50	564.50
3	578.20	598.20
4	619.90	639.90
5	680.50	700.50

- (ii) Juniors:

Age	State Wage Case 2005 (3%) \$	State Wage Case 2006 (4%) \$
At 16 years of age	251.50	261.55
At 17 years of age	275.00	286.00
At 18 years of age	339.85	353.45
At 19 years of age	388.45	404.00
At 20 years of age	458.60	476.95

Table 2 - Allowances

Item No	Clause No	Brief Description	Amount \$
1	3 (ii)	Saturday Ordinary Time	12.90
2	4 (iv)	Meal money	10.95
3	17	Clothing allowance	7.75
4	23	First - Aid	9.00

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 1 December 2006

M. SCHMIDT *J*

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(612)

SERIAL C5176

GROCERY PRODUCTS MANUFACTURING (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3251 of 2006)

Before The Honourable Justice Kavanagh

11 October 2006

VARIATION

1. Delete subclause (b) of clause 9, State Wage Case Adjustments, of the award published 1 June 2001 (325 I.G. 38), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 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 Table 1, Wages, (Divisions 1 to 4 and 7) of Part B, Monetary Rates, and insert in lieu thereof the following:

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

Division 1 - Condiments

Classifications	Former award rate per week 14/10/2005 \$	Minimum award rate per week 14/10/2006 \$
Rice, Oatmeal, Barley, Split Peas or Mustard Miller	523.90	543.90
Operator Rice Par Boiler	523.90	543.90
Assistant Operator Rice Par Boiler	513.00	533.00
Assistant Miller	513.00	533.00
Rice Fumigator	513.00	533.00
Assistant Rice Fumigator (Certified)	501.30	521.30
Coffee, Chicory, Malt or Peanut Roaster	513.00	533.00
Coffee Roaster after 18 months' continuous service or cumulative service	516.80	536.80
Person in Charge of Vacuum Pan making coffee essence	513.00	533.00
Condiment Miller	506.50	526.50
Icing Sugar Miller	506.50	526.50
Person in Charge of Bulk Stores	506.50	526.50
Drying Person and Stove Person	505.00	525.00
Presser and Bran Tub Man	502.30	522.30
Kilnman	501.30	521.30
Packerman	497.00	517.00
Rice Tipper -Tallying Off	496.40	516.40

Stacker - Over 7 High	501.30	521.30
Loader	495.60	515.60
Loader - Murrumbidgee Irrigation Area	501.30	521.30
Pulveriser Operator - Roller man	505.00	525.00
Mustard Blender	513.00	533.00
Mustard Siever	502.30	522.30
Mustard Seed Cleaner	502.30	522.30
Mustard Dryer	502.30	522.30
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

Division 2 - Cereal Foods

Section A - Macaroni, Vermicelli or Spaghetti

Classifications	Former Award Rate Per Week 14 October 2005 \$	Minimum Award Rate Per Week 14 October 2006 \$
Macaroni, Vermicelli or Spaghetti Plant - Man in Charge	524.00	544.00
Machine Operator	500.20	520.20
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

Section B -Other Cereal Foods

Classifications	Former Award Rate Per Week 14 October 2005 \$	Minimum Award Rate Per Week 14 October 2006 \$
Miller and/or Roller Person	510.00	530.00
Ovensperson, Stoveperson, Cooker, Dressing Room and Drying Room Person	510.00	530.00
Pressperson and/or Moulder	502.30	522.30
Packer	497.00	517.00
Wheat Cleaner	496.40	516.40
Corn Mill Operator	523.90	543.90
Silo Operator	512.20	532.20
Flavourperson	510.00	530.00
Person Working at Silos	496.40	516.40
Puffing Tower Operator	522.10	542.10
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

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

Classifications	Former Award Rate Per Week 14 October 2005 \$	Minimum Award Rate Per Week 14 October 2006 \$
Person actually engaged in mixing from a formula the ingredients for custard powder, jelly blending, baking powder, puddings, self-raising and cake mixes and who in addition may be in charge of employees doing such work	513.00	533.00
Machine Operator Maintenance	513.00	533.00
Flour Tipper	497.00	517.00

Adequate Weighter	497.00	517.00
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

Division 4 - Noodles and Soup Powders

Classifications	Former Award Rate Per Week 14 October 2005 \$	Minimum Award Rate Per Week 14 October 2006 \$
Cooker	496.60	516.60
Drum Dryer Operator	496.60	516.60
Person actually engaged in mixing from a formula ingredients for noodles and soup powders	513.00	533.00
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

Division 7 - Miscellaneous

Classifications	Former Award Rate Per Week 14 October 2005 \$	Minimum Award Rate Per Week 14 October 2006 \$
Combined Miller	518.90	538.90
Stone Dresser	518.90	538.90
Fork Lift Driver	507.10	527.10
All Other Employees	488.60	508.60

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

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Subject Matter	Amount \$
1	6(i)	Shift Work - Day, Afternoon, Night	53.65 per week
2	6(ii)	Shift Work - Day, Night	53.65 per week
3	6(iii)	Shift Work - Afternoon, Night	79.25 per week
4	6(iv)	Shift Work - Afternoon	79.25 per week
5	6(v)	Shift Work - Night	118.89 per week
6	6(vi)	Shift Work - Change of Shift	27.60 per week
7	7(iii)	Leading Hands	4.22 per day
8	7(iv)(a)	Mill Hand - making mustard	2.42 per shift
9	7(iv)(b)	Grinding Chillies	77 cents per hour
10	7(iv)(c)	Packing/Unpacking	1.14 per day
11	10(iv)	Meal Allowance - more than two hours overtime	6.93 (1st meal)
12	10(iv)	Meal Allowance - six hours or more	5.82 (2nd meal)
13	31	Dusty Conditions	2.56 per shift
14	4(e)(i)	Payment for Meal Break on Day Shift Where Mill Runs Two Shifts	2.08 per shift

4. This variation shall take effect from the first pay period commencing on or after 14 October 2006.

T. M. KAVANAGH *J*

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(075)

SERIAL C5163

BUTTER AND CHEESE AND OTHER DAIRY PRODUCTS (NEWCASTLE AND NORTHERN) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australasian Meat Industry Employees' Union, Newcastle and Northern Branch, Industrial Organisation of Employees.

(No. IRC 3173 of 2006)

Before The Honourable Mr Deputy President Harrison

9 October 2006

VARIATION

1. Delete Clause 10, Arbitrated Safety Net Adjustment, of the award published 26 October 2001, (328 I.G. 1087) and insert in lieu thereof the following:

10. 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:

- (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

Item No	Description	Amount per week \$
1	Production Assistant 1	539.50
2	Production Assistant 2	548.50
3	Plant Operator 1	551.90
4	Plant Operator 2	560.20
5	Plant Operator 3	572.40
6	Foreperson	583.30
7	Employee Grading and Taking Delivery of Milk	590.70

Table 2 - Other Rates

Item No	Clause No	Description	Amount \$
1	5.5	Meal Allowance	7.20
2	8.1	Driver of scammell, articulated or vehicle with trailer attached - Where the semi-trailer has single axle	25.43
3		Where the semi-trailer has more than one axle	30.95
4	8.2	Leading Hand Allowance -	

		In Charge of 2 - 10 employees	14.14
5		In Charge of more than 10 employees	17.04
6	8.3	Clearing or Cleaning of Box Allowance - Each wet clean	0.56
7		Each dry clean	0.30
8	8.4	Operating more than two condenser/evaporating pans/ovens	3.28
9	8.5	Washing condenser pans/vacuum holding vats or evaporators - Each flying clean	0.12
10		Each full clean	0.51
11	8.6	Operating a pedestrian stacker in cold temperatures	9.14
12	8.7	Operating a pedestrian stacker	6.76
13	8.8	Operating a pedestrian forklift	4.98
14	8.9	First-Aid Allowance	10.60
15	8.10.2	Laundry Allowance	5.59
16	8.11.1	Junior employees operating the majonnier test	5.56
17	8.11.2	Junior employees working in a laboratory (other than cleaner/ bottle washer)	3.33
18	9.1.1	Early Morning Shift	9.43
19	9.1.2	Afternoon Shift	12.33
20	9.1.3	Night Shift	15.55
21	9.1.4	Fixed afternoon or night shift - Extra per shift	1.37
22	11.1.1	Working in Cold Temperature Allowance - Below 2 degrees	0.16
23	11.1.2	Below -1 degree	0.31
24	11.2.3	Below - 16 degrees	0.42
25	11.2.4	Below - 20 degrees	0.80
26	11.2.5	Below - 30 degrees	1.05

3. This variation shall take effect from the first full pay period to commence on or after 17 March, 2007.

R. W. HARRISON *D.P.*

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(076)

SERIAL C5164

BUTTER, CHEESE AND OTHER DAIRY PRODUCTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australasian Meat Industry Employees' Union, Newcastle and Northern Branch, Industrial Organisation of Employees.

(No. IRC 3174 of 2006)

Before The Honourable Mr Deputy President Harrison

9 October 2006

VARIATION

1. Delete clause 10, Arbitrated Safety Net Adjustment, of the award published 26 October 2001 (328 I.G. 1114), and insert in lieu thereof the following:

10. 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:

- (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

Item No	Description	Amount per week 2006 State Wage Case
1	Production Assistant 1	539.50
2	Production Assistant 2	548.50
3	Plant Operator 1	551.90
4	Plant Operator 2	560.20
5	Plant Operator 3	572.40
6	Foreperson	583.30
7	Employee Grading and Taking Delivery of Milk	590.70

Table 2 - Other Rates

Item No	Clause No	Description	Amount 2006 State Wage Case \$
1	5.5	Meal Allowance	6.69
2	8.1	Driver of scammell, articulated or vehicle with trailer attached - Where the semi-trailer has single axle	25.91

3		Where the semi-trailer has more than one axle	31.49
4	8.2	Leading Hand Allowance - In Charge of 2 - 10 employees	14.36
5		In Charge of more than 10 employees	17.34
6	8.3	Clearing or Cleaning of Box Allowance - Each wet clean	0.57
7		Each dry clean	0.30
8	8.4	Operating more than two condenser/evaporating pans/ovens	3.34
9	8.5	Washing condenser pans/vacuum holding vats or evaporators - Each flying clean	0.12
10		Each full clean	0.52
11	8.6	Operating a pedestrian stacker in cold temperatures	9.29
12	8.7	Operating a pedestrian stacker	6.87
13	8.8	Operating a pedestrian forklift	5.05
14	8.9	First-Aid Allowance	10.80
15	8.10.2	Laundry Allowance	5.35
16	9.1.1	Early Morning Shift	9.20
17	9.1.2	Afternoon Shift	12.04
18	9.1.3	Night Shift	15.16
19	9.1.4	Fixed afternoon or night shift - Extra per shift	1.68
20	11.1.1	Working in Cold Temperature Allowance - Below 2 degrees	0.16
21	11.1.2	Below -1 degree	0.31
22	11.2.3	Below - 16 degrees	0.43
23	11.2.4	Below - 20 degrees	0.81
24	11.2.5	Below - 30 degrees	1.06

3. This variation shall take effect from the first full pay on or after 1 March, 2007.

R. W. HARRISON *D.P.*

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(152)

SERIAL C5171

COLD STORAGE AND ICE EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australasian Meat Industry Employees' Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 3184 of 2006)

Before The Honourable Justice Haylen

18 October 2006

VARIATION

1. Delete subclause (iv) of clause 5, Rates of Pay, of the award published 1 June 2001 (325 I.G. 69), as varied, and insert in lieu thereof the following:

- (iv) Arbitrated Safety Net Adjustment -

The rates of pay in this award include the adjustments payable under the State Wage Case 2003, State Wage Case 2004, State Wage Case 2005 and 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 Rates**

Adult Classification	Column A Minimum Weekly Wage 2003 State Wage Case Effective 18 October, 2006 \$	Column B Minimum Weekly Wage 2004 State Wage Case Effective 18 October, 2006 \$	Column C Minimum Weekly Wage 2005 State Wage Case Effective 1 November, 2006 \$	Column D Minimum Weekly Wage 2006 State Wage Case Effective 1 December 2006 \$
Employee Grade 1	487.70	506.70	523.70	543.70
Employee Grade 2 (Inside Hand)	502.70	521.70	538.70	558.70
Employee Grade 3 (Forklift Driver)	508.50	527.50	544.50	564.50
Employee Grade 4	527.30	546.30	563.30	583.30
Employee Grade 5	542.20	561.20	578.20	598.20

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Column A Rate as at 18 Oct. 06 \$	Column B Rate as at 18 Oct. 06 \$	Column C Rate as at 1 Nov. 06 \$	Column D Rate as at 1 Dec. 06 \$
1	7(iii)	Meal Allowance First Meal Subsequent Meal	9.33 5.87	9.65 6.07	9.96 6.26	10.31 6.48
2	9 (i)	Temperature Allowances Minus 18 degrees Celsius Between minus 19 degrees and minus 25 degrees Celsius Below minus 25 degrees Celsius	1.04 p/hour 1.11 p/hour 1.55 p/hour	1.08 p/hour 1.15 p/hour 1.60 p/hour	1.11 p/hour 1.18 p/hour 1.65 p/hour	1.15 p/hour 1.23 p/hour 1.72 p/hour
3	9 (ii)	Laundry Allowance Overalls Freezer Suit	4.16 p/week 10.34 p/month	4.23 p/week 10.51 p/week	4.36 p/week 10.84 p/week	4.51 p/week 11.21 p/week

3. The variation as set out in Column A and B shall take effect from the first full pay period to commence on or after 18th October, 2006.
4. The variation as set out in Column C shall take effect from the first full pay period to commence on or after 1st November, 2006.
5. The variation as set out in Column D shall take effect from the first full pay period to commence on or after 1st December, 2006.

W. R. HAYLEN J

(168)

SERIAL C4943**FOOTWEAR MANUFACTURING INDUSTRY (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2674 of 2006)

Before The Honourable Justice Backman

1 August 2006

VARIATION

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

The following rates of pay are payable from the beginning of the first pay period to commence or of after 7 September 2006.

Adult Rates of Pay - Clause 8

Classification Skill Level	Minimum Weekly Award Wage Rate* \$
Trainee	504.40
1	521.10
2	543.60
3	564.50
4	598.20
5#	639.90

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

Wage Band

Junior Rates of Pay - Clause 15

	Percentage of Skill level 1 Skill Level 1 = \$521.10 %	Minimum Weekly Award Rate \$
Under 16 years of age	44%	229.30
16 years and under 17 years	55%	286.60
17 years and under 18 years	66%	343.95
18 years and under 19 years	77%	401.25
19 years and under 20 years	86%	448.15
20 years and under 21 years	94%	489.85
At 21 years of age	Appropriate Adult Rate	

Apprentice Rates of Pay - 4 Year Term - Clause 12

Experience Four Year Term	% of Skill Level 3 (Skill Level 3 = \$564.50)	Minimum Weekly Award Rate \$
1st year		
1st six months	47%	265.30
2nd six months	55%	310.50
2nd year		
1st six months	60%	338.70
2nd six months	65%	366.95
3rd year		
1st six months	75%	423.40
2nd six months	80%	451.60
4th year		
1st six months	90%	508.05
2nd six months	95%	536.30

Apprentice Rates of Pay - 3 Year Term - Clause 12

Experience Three Year Term	% of Skill Level 3 (Skill Level 3 = \$564.50)	Minimum Weekly Award Rate \$
1st year		
1st six months	60%	338.70
2nd six months	65%	366.95
2nd year		
1st six months	75%	423.40
2nd six months	80%	451.60
3rd year		
1st six months	90%	508.05
2nd six months	95%	536.30

Table 2 - Other Rates and Allowances

The allowances in this table shall be payable from the beginning of the first pay period to commence on or after 7 September 2006.

No.	Clause No.	Brief Description	Amount \$
1	10	Leading Hands - 3 to 10	22.25 per week
2		11 to 20	34.10 per week

3		21 or more	42.85per week
4	24.4	Meal allowance	8.65
5	26.6.2	Change of shift without 2 days' notice	16.45
6	43.1	First-aid Attendants - 1-50 employees 51 employees or more	10.10 per week 12.70 per week

3. This variation shall take effect from the first full pay period commencing on or before 7 September 2006.

A.F. BACKMAN *J*

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(565)

SERIAL C5062

PYROTECHNICS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2916 of 2006)

Before Commissioner Cambridge

18 August 2006

VARIATION

1. Delete subclause (ii) of clause 8, Wages, of the award published 25 January 2001 (321 I.G. 1043), 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 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 20.00 per week \$	New Total Rate per week \$
Pyrotechnician	530.40	20.00	550.40
Mixer - dry powder	500.00	20.00	520.00
Mixer sparkler department	500.00	20.00	520.00
All other employees	484.40	20.00	504.40

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Former Amount \$	New Amount
1	9(i)	Meal Allowance	7.40	7.60
2	9(ii)	Incremental Rates - 3rd -4th Year	7.55	7.85
3	9(ii)	Incremental Rates - 5th-9th Year	4.00	4.15
4	9(ii)	Incremental Rates - 10th Year & Thereafter	4.00	4.15
5	9(iii)	First Aid Allowance	3.00	3.10

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

I. W. CAMBRIDGE, Commissioner

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(828)

SERIAL C4935

BREAD 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 2745 of 2006)

Before Mr Deputy President Sams

2 August 2006

VARIATION

1. Delete paragraph (b) of subclause (i) of clause 4, Rates of Pay and Allowances, of the award published 17 December 2004 (347 I.G. 796), 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:
 1. any equivalent over-award payments; and/or
 2. award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Classification	Former Rate per Week \$	SWC 2006 \$	Total Rate per Week \$
Bread Industry Employee Level 1	658.70	20.00	678.70
Bread Industry Employee Level 2	617.20	20.00	637.20
Bread Industry Employee Level 3	595.50	20.00	615.50
Bread Industry Employee Level 4	561.10	20.00	581.10
Bread Industry Employee Level 5	539.50	20.00	559.50
Bread Industry Employee Level 6	516.60	20.00	536.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount Payable \$
1	2(v)(b) 4(vi)(g)(i)	Apprentices' Allowance: Stage 1 pass	5.80 per week
2	2(v)(c) 4(vi)(g)(ii)	Apprentices' Allowance: Completion of course	16.30 per week
3	4(vi)(a)(1)	Leading Operator: More than 4 employees	14.90 per week
4	4(vi)(a)(2)	Leading Operator: Up to four employees	29.75 per week
5	4(vi)(b)	Heavy Vehicle Driving Allowance:	
5.1	4(vi)(b)(1)	Over 3 and up to 4.5 tonnes	3.75 per week
5.2	4(vi)(b)(2)	Over 4.5 tonnes and up to 14.95 tonnes	29.65 per week
5.3	4(vi)(b)(3)	Over 14.95 tonnes	39.15 per week

5.4	4(vi)(b)(4)	Semi-trailer	70.35per week
6	4(vi)(c)	Merchandise Allowance:	
6.1		Flat amount	15.55 per day
6.2		Variable amount	0.31 per km
7	4(vi)(d)	First-aid Allowance	12.75 per week
8	4(vi)(e)	Boiler Allowance	13.25 per week
9	4(vi)(f)	Meal Allowance	11.05 per meal

3. This variation shall take effect from the first full pay period to commence on or after 9 August 2006.

P. J. SAMS *D.P.*

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(441)

SERIAL C4934

MOTOR BOATS AND SMALL TUGS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Seamens' Union of Australia, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 2796 of 2006)

Before Mr Deputy President Sams

2 August 2006

VARIATION

1. Delete subclause 8.14, of clause 8, Wages, of the award published 30 November 2001 (329 I.G.1054) and insert in lieu thereof the following:
 - 8.14 The rates of pay in this award include the adjustments payable under the State Wage Case 2006. These may be offset against:
 - 8.14.1 any equivalent overaward payments; and/or
 - 8.14.2 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 per week \$	SWC 2005 per week \$	SWC 2006 per week \$	Total rate per week \$
Employees on Motor Boats				
Coxswain Engineer (Master V MEDIII)	655.00	17.00	20.00	692.00
General Purpose Hands	587.10	17.00	20.00	624.10
Botany Bay - additional payment for all employees	57.38	3%	4 %	61.47
When a tow or delivery exceeds 24 hours:-				
Coxswain Engineer	149.00	3%	4 %	159.61
General Purpose Hands	129.35	3%	4 %	138.56
Master Engineer	185.85	3%	4 %	199.09
Employees on all vessels other than Motor Boats				
General Purpose Hand	560.60	17.00	20.00	597.60
Shipkeeper	556.90	17.00	20.00	593.90
Crane Driver (under 20 tonnes)	568.30	17.00	20.00	605.30
Crane Driver (over 20 tonnes)	634.40	17.00	20.00	671.40
General Purpose Hands "Amorena"	604.30	17.00	20.00	641.30
General Purpose Hands Greaser "Amorena"	615.30	17.00	20.00	652.30
General Purpose Hands Bunker Barges	604.30	17.00	20.00	641.30
General Purpose Hands Greaser Bunker Barges	615.30	17.00	20.00	652.30

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
Employees on Motor Boats			
1	8.7.1	Charge Hands Allowance	21.47 per week
		Charge Hands not directly supervised by a foreman	31.95 per week
2	8.7.2	Disability Allowance for the following ports:- Sydney Botany Port Kembla Newcastle	Per week 3.66 1.58 17.93 13.88
3	9.2, 9.3	Meal Allowance	35.62
4	9.3	Overtime rates when a tow or delivery exceeds 24 hours:- Coxswain-Engineer Deckhands Master-Engineer	Per hour 44.90 38.29 56.71
5	9.4	Sea Risk	106.49
6	9.4.4	Personal Insurance	69,171.67
7	11.5	Meal Allowance during overtime:- In lieu of first meal For each subsequent meal	9.04 9.04
8	13.1.1 13.1.2	Telephone Allowance Calling from phone not supplied by the employee	108.79 2.76 each call
9	17.2	Use of own vehicle	0.44 per km
10	17.3	Use of own vehicle:- Irregular hours and at short notice, or to and from a temporary place of employment	0.44 per km
11	26.1	Maximum compensation for lost or damages clothing	996.72
Employees on all vessels other than Motor Boats			
13	11.5	General Purpose Hands - Meal Allowance	9.04
14	13.2	Towing/Delivery allowance Wages Overtime - minimum of 6 hours	124.03
15	13.2	Special Payment/Towing	106.36
16		Service Allowance Extra per year of completed service	5.37
17	12.1	Bunker Barges/Meals Allowance	9.04
18		Travelling Allowance	43.92 cents per km
19		Bunker Barges Travelling Allowance	43.92 cents per km
20	18.1	Transport and Location Allowance	13.66 per week
21	18.3	Transport and Location Allowance Newcastle	18.09 per week
22	18.4	Dirty or Offensive Work	0.40 cents per hour
23	18.5	Dirty or Offensive Work (Kooragang Island)	1.15 per hour
24		Phoning for Orders	2.56
25		Phoning for Orders Bunker Barges	6.83
26	13.2	Telephone/Laundry Allowance for ESAR	19.39
27	19.1	Meal Allowance (Victualling)	9.04
28	19.2	Meal Allowance (Sat., Sun., Hol.)	9.04
29		Minimum compensation for personal effects	1,037.64

3. This variation shall take effect from the beginning of the first pay period to commence on or after 31 July 2006.

P. J. SAMS *D.P.*

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(155)

SERIAL C4978

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2919 of 2006)

Before The Honourable Justice Schmidt

21 August 2006

VARIATION

1. Delete clause 10, Arbitrated Safety Net Adjustment, of the award published 10 November 2000 (320 I.G. 56) and insert in lieu thereof the following:

10. 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 over award payments, and/or
 - (b) Award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete the amount of "\$735.00" appearing in subclause (i) of clause 25, Exemptions, and insert in lieu thereof the following:

\$758.00

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

PART B

MONETARY RATES

Table 1 - Rates of Pay

The following minimum rates shall take effect from the beginning of the first full pay period to commence on or after 26 August 2006.

- (i) Adult Rates -

Grade	Former Weekly Rate \$	SWC 2006 \$	Weekly Rate \$	Part-time Per Hour+ Annual Leave 9% \$	Hourly +15% + Annual Leave (1/12) \$
4	619.90	20	639.90	18.35	21.00
3	578.20	20	598.20	17.15	19.60
2	544.50	20	564.50	16.20	18.50
1	523.60	20	543.60	15.60	17.85

(ii) Junior Rates -

Age	Former Weekly Rate \$	SWC 2006 %	Weekly Rate \$	Part-time Per Hour + Annual Leave 9% \$	Hourly + 15% + Annual Leave (1/12) \$
Under 17 years of age	206.45	4%	214.70	6.15	7.05
At 17 years of age	258.45	4%	268.80	7.70	8.80
At 18 years of age	316.80	4%	329.45	9.45	10.80
At 19 years of age	359.20	4%	373.55	10.70	12.25
At 20 years of age	422.70	4%	439.60	12.60	14.40

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

Age	Former Weekly Rate \$	SWC 2006 %	Weekly Rate \$	Part-time Per Hour + Annual Leave 9% \$	Hourly +15% + Annual Leave (1/12) \$
At 17 years of age	275.05	4	286.05	8.20	9.40
At 18 years of age	339.85	4	353.45	10.15	11.60
At 19 years of age	388.45	4	404.00	11.60	13.25
At 20 years of age	458.60	4	476.95	13.70	15.65

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7(iii)(b)	Shift workers meal allowance - beyond 1 hour	11.25
2	7(iii)(b)	Shift workers meal allowance - beyond 5 hours	11.25
3	12(iii)(a)	Overtime meal allowance - after 6.00 p.m.	11.25
4	12(iii)(b)	Overtime meal allowance - after 10.00 p.m.	11.25
5	20(iv)	Travelling expenses - vehicles 1500cc and under	88.75
6	20(iv)	Travelling expenses - vehicles over 1500cc	109.70
7	20(v)	Use of motor car on casual/incidental basis	0.61
8	30(i)	First-aid allowance	9.35

4. This variation shall take effect from the first full pay period to commence on or after 26 August 2006.

M. SCHMIDT J

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(005)

SERIAL C5050**AERATED WATERS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2868 of 2006)

Before Commissioner Cambridge

11 August 2006

VARIATION

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

6. State Wage Case Adjustments

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

No.	Classification For establishments with a flow rate of 7000 litres per hour or more	Wage Total \$
1	Syrup maker whose syrup room operations are computerised	544.30
2	Cordial and/or syrup maker using recipes or formulae	535.80
3	Pre-mixer filler operator	525.10
4	Employees who, under the direction of the employer or manager or foreman, are in charge of the running adjustment or running maintenance of automatic carbonating and/or fruit juice or aerated waters machinery or plant and/or syrup filler operator	511.90
5	Assistant syrup maker	511.90
6	Employee engaged on routine in-line testing	511.90
7	Employee operating labelling palletising or de-palletising, case packing or unpacking or carton packing machines	510.30
8	Storeman (as defined)	504.40
9	Employees engaged in bottling or canning line operations including operating bottle washer, removing empty bottles from cases or placing empty bottles on conveyors, sight inspecting, filling cases with full bottles, and stacking cases on pallets, fruit juice extracting cordial and/or syrup room (other than in Classification No. 1, 2 and 5), loader on or off motor trucks, cleaner, storeman and warehouse employee, store assistant (as defined), plastic blow moulding machines operator and/or employee attending, feeding or operating shrink wrap machine.	504.40
10	Case, crate, box and/or pallet repairer	504.40

11	Fork lift driver with lifting capacity of: (a) up to and including 5000 kg (b) Over 5000 kg and/or including twin forklift	523.90 535.30
12	All other adult employees	504.40
13	Trainee - first four weeks of service	504.40
	Motor wagon drivers - The rate of wages prescribed by the Transport Industry (State) Award, as varied from time to time, shall be applicable to employees classified as motor wagon drivers.	
No.	Classification For establishments with a flow rate of less than 7000 litres per hour	Wage Total \$
14	Grade 1B Soft drink industry employee	504.40
15	Grade 2B Soft drink industry employee	521.10
16	Grade 3B Soft drink industry employee	549.60
17	Grade 4B Soft drink industry employee	564.50

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	4 (iii)	Employees handling caustic soda	0.69 per hour extra
2	4 (iv)	Employees working in a cold room	0.58 per hour extra
3	4 (v)	Leading Hands - 3 to 10 employees more than 10 employees	19.65 per week extra 31.40 per week extra
4	4 (vi)	First-aid Attendant	2.35 per day

3. This variation shall commence from the first full pay period on or after 11 August 2006.

I. W. CAMBRIDGE, Commissioner

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(059)

SERIAL C5009**BREWERIES (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 2869 of 2006)

Before Mr Deputy President Sams

23 August 2006

VARIATION

1. Delete Part B, Monetary Rates, of the award published 30 November 2001 (329 I.G. 1032), and insert in lieu thereof the following:

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

From the first pay period commencing on or after 2 August 2006.

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.

Table 1 - Rates of Pay

Classification	Wage Total \$
(i) Carlton and United Breweries (NSW) Pty Limited Employees -	
Security Officer/Controller	632.80
Process Control Room Operator	632.80
Security Officer	618.90
Quality Control Employee	603.50
Kegging Plant Operator	603.30
Beer Runner	603.30
Packaging Plant Operator	602.50
Storeperson - Main Store -	
Storeperson/Driver A	619.70
Storeperson/Driver B	639.50
Bottle Shop Assistant	602.50
Production Assistant/General Hand	591.80
Cleaner	591.80
All other adult employees	584.10

(ii) Tooheys Limited -	
Engine Drivers	661.20
Fireperson	649.40
Customer Serviceperson	647.60
Forklift Driver	645.80
Brewhouse Control Operator (Steinecker Brewing Plant)	642.40
Engine Room Greaser	641.30
Plant Greaser	633.30
Customer Serviceperson	632.80
Engine Driver Trainee	632.00
Filterperson	630.60
Fireman Trainee	649.40
Fermentation Man -	626.80
Packaging Operators	622.20
Bulk Packaging Operator	626.10
Security Officer	618.90
Greaser	620.10
Bulk Packaging Operator	615.00
Recovery Plant Operator	612.80
Brewhouse Complex Operator	612.80
Filtration Complex Operator	612.80
Dispatch Hand/Loadmaker Poly	628.20
All other adults packaging	611.50
Bottle Shop Hand	609.50
Dispatch Hand/Loadmaker	624.80
Traffic Controller	609.50
Other Adult - Road Sweeper	609.90
Quality Control Employee	591.00
Beer Runner	591.20
Gardener	591.00
Main Stores Storeperson	600.50
Barperson	600.60
Other Adults - Cleaners	591.80
Dispatch Hand/Loadmaker	588.40

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Description	Amount \$
1	2(ii)(a)	Leading Hands in charge of not more than 10 people	29.33 per week
2	2(ii)(b)	Leading Hands in charge of more than 10 people	41.81 per week
3	2(ii)(c)	Employees in brewhouse, refrigerated cellars and malshouses	5.51 per week
4	2(ii)(d)	Employees, qualified first-aid attendant	12.17 per week
5	2(ii)(e)	Shiftworkers, as defined - provided employees on 5-day roster of each night shift worked receive additionally	51.69 per week 1.50 per shift
	5(iv)	Employees on a fixed afternoon shift	61.98 per week
	5(iv)	Employees on a fixed night shift	123.66 per week
6	2(ii)(f)	Employees on 7-day continuous shift roster	69.47 per week
7	2(ii)(g)	Shiftworker on 12 hour rostered shift	69.47 per week
8	2(ii)(h)	Forklift allowance - battery operated	9.57 per week
9	2(ii)(i)	Uniform allowance	7.80 per week
10	2(ii)(j)	Forklift driver required to use hydraulic grab attachments	15.29 per week

11	3	Service Increments after - 1st year 2nd year 3rd year 4th year 5th year and thereafter	20.80 per week 22.67 per week 26.10 per week 29.64 per week 32.86 per week
12	6(iii)	Meal Allowance	6.66
13	6(iv)	Breakfast Allowance	1.52

2. The variation shall apply from the first full pay period commencing on or after 2 August 2006.

P. J. SAMS *D.P.*

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SYDNEY WATER AWARD 2004

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

FULL BENCH

Application by Australian Services Union of N.S.W., Industrial Organisation of Employees.

(No. IRC 527 of 2006)

Before The Honourable Justice Wright, President
 The Honourable Mr Justice Staff
 Commissioner Stanton

9 October 2006
 1 December 2006

VARIATION

1. Delete paragraph 11.2(g) of clause 11, Regular Shiftwork, of the award published 13 January 2006 (356 I.G. 1), and insert in lieu thereof the following:

(g)

- (i) Except as provided by subparagraph (ii) and (iii) below, employees working on the afternoon or night shift, will be paid an extra allowance calculated at twenty (20) percent more than the ordinary rate for such shifts, excluding overtime shifts;
- (ii) Civil maintenance production employees working the afternoon shift commencing at 2.30pm and finishing at 10.54pm on a Monday to Friday shall be paid an afternoon shift loading as follows:

Period	Loading %
27 March 2006 to 31 December 2006	40
1 January 2007 to 31 December 2007	35
1 January 2008 to 31 December 2008	30
On and from 1 January 2009	25

- (iii) Field supervisors employed in the civil maintenance business working the afternoon shift commencing at 2.30pm and finishing at 10.54pm Monday to Friday shall be paid a 25% afternoon shift loading from 4 December 2006.

2. This variation shall take effect on and from 27 March 2006.

F. L. WRIGHT *J, President.*
 C. G. Staff *J.*
 J.D. STANTON, Commissioner

(1765)

SERIAL C4797

**CROWN EMPLOYEES (CORRECTIONAL OFFICERS,
DEPARTMENT OF CORRECTIVE SERVICES) AWARD 2004 FOR
KEMPSEY, DILLYWINIA AND WELLINGTON CORRECTIONAL
CENTRES**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Department of Corrective Services and others.

(No. IRC 2502 of 2006)

Before Mr Deputy President Sams

23 June 2006

VARIATION

1. Delete 1, Annualised Salary Package and 3, Industries Officers of Part B, Schedule 1, Salaries and Incidental Allowances, of the award published 25 March 2005 (349 I.G. 628), and insert in lieu thereof the following:

1. Annualised Salary Package

Title	Salary \$
General Manager	121,308
Manager of Security	102,338

Classification - Rank	New salary rate from the first full pay period on or after 23 June 2006 \$	Salary rate from the first full pay period on or after 1 July 2006 \$	Salary rate from the first full pay period on or after 1 July 2007 \$
Principal Correctional Officer	85,525	88,946	92,504
Chief Correctional Officer	80,055	83,257	86,587

3. Industries Officers

3.1

Classification - Rank	New salary rate from the first full pay period on or after 23 June 2006 \$	Salary rate from the first full pay period on or after 1 July 2006 \$	Salary rate from the first full pay period on or after 1 July 2007 \$
Principal Industry Officer Level 1	89,185	92,752	96,462
Principal Industry Officer Level 2	84,878	88,273	91,804
Chief Industry Officer	80,845	84,079	87,442

2. This variation shall take effect on and from 23 June 2006.

P. J. SAMS *D.P.*

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(140)

SERIAL C4977**CLUB EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2931 of 2006)

Before The Honourable Justice Schmidt

18 August 2006

VARIATION

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

Table 2 - Other Rates and Allowances

- (i) On and from 18 August 2006:

Item No.	Part No.	Clause No.	Brief Description	Amount \$
1	B	9.5.2, 9.11.2, 9.17.2	Shift Penalty	2.1216 per hour
2	B	9.5.2, 9.11.2, 9.17.2	Minimum payment	7.25 per day
3	B	9.5.3, 9.11.3	Broken Shift penalty	10.53 per day
4	B	9.5.4, 9.11.4	Night Shift penalty	13.99 per day
5	B	12.1.5 (a)	Apprentices prof. allowance 1st Occasion	3.13 per week
6	B	12.1.5 (b)	2nd Occasion	5.20 per week
7	B	12.1.5 (c)	3rd Occasion	7.25 per week
8	C	21.1.1 (i)	First Aid Allowance	18.68 per week
9	B	9.15.4, 14.1.5, 14.1.6	Meal Allowance	9.95 per occasion
10	C	22.1.1 (i)	Clothing - Permanent employees	17.54 per week
11	C	22.1.1 (ii)	- Apprentices	7.35 per week
12	C	22.1.1 (iii)	- Casuals	2.56 per day
13	C	22.1.4	Shoe Allowance Only: Clothing - Permanent employees	4.04 per week
14	C	22.1.4	- Apprentices	1.96 per week
15	C	22.1.4	- Casuals	0.63 per day
16	C	22.1.9 (i)	Laundry Allowance: Permanent Employees	8.79 per week
17	C	22.1.9 (ii)	Apprentices	3.97 per week
18	C	22.1.9 (iii)	Cummerbund	1.09 per week
19	C	22.1.9 (iv)	Casuals	2.58 per day
20	C	22.1.9 (v)	Cooks	12.52 per week
21	C	22.1.9 (vi)	Apprentice Cooks	5.28 per week
22	C	22.1.9 (vii)	Casual Cooks	3.35 per day
23	C	20.1.1 (i)	Meal provided - deduct	9.95 per week
24	C	20.1.1 (ii)	Board & Lodgings - deduct	95.13 per week
25	C	20.1.1 (iii)	Lodgings only - deduct	45.42 per week
26	C	23.1.1	Tool Allowance	10.11 per week
27	C	23.1.2	Apprentice Tool Allowance	6.13 per week

2. This variation shall take effect on and from 18 August 2006.

M. SCHMIDT *J*

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TAXI INDUSTRY (CONTRACT DRIVERS) CONTRACT DETERMINATION, 1984

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Taxi Industry Association.

(No. IRC 2904 of 2006)

Before Mr Deputy President Sams

14 August 2006

AWARD

1. Delete Table 1 - Wages, and Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, of the contract determination published 2 August 1991 (264 I.G. 456), and insert in lieu thereof the following:

Table 1 - Wages

Rates Summary

Shift	Maximum Pay-in Including GST	Km	Excess per Km
Day Shifts - all days	134.89	260	0.56 cents
Night shifts - Monday	146.36	300	0.56 cents
Night shifts - Tuesday	148.90	320	0.56 cents
Night shifts - Wednesday	160.56	320	0.56 cents
Night shifts - Thursday	181.15	350	0.56 cents
Night shifts - Friday	205.46	400	0.56 cents
Night shifts - Saturday	205.46	400	0.56 cents
Night shifts - Sunday	159.27	320	0.56 cents

Table 2 - Other Rates & Allowances (exclusive of GST)

Clause No.	Brief Description	Amount \$
2(j)	Excess fee amount	0.56
19(b)(i)	Annual leave pay (bailee - 12 months)	675.66
19(b)(ii)	Annual leave pay - (bailee - 3 to 12 months)	675.66 x 4/48 x no. of weeks
20	Sick Leave	135.61
21	Bond	107.76
23(ii)	Incomplete shift	16.95

2. This variation shall take effect from 14 August 2006.

P. J. SAMS *D.P.*

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(1292)

SERIAL C5183

**K U CHILDREN'S SERVICES (OTHER THAN TEACHERS) (STATE)
CONSENT AWARD 2000**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3129 of 2006)

Before The Honourable Justice Schmidt

28 September 2006

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the K U Children's Services (Other Than Teachers) (State) Consent Award 2000 published 4 May 2001 (324 I.G. 615) as varied, be rescinded on and from 28 September 2006.

M. SCHMIDT *J.*

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