

PUBLICATIONS

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IN THE AUSTRALIAN CONCILIATION AND ARBITRATION COMMISSION

Conciliation and Arbitration Act 1904

Australian Workers Union Construction, Maintenance and Services (W.A. Government) Award 1984

IN THE AUSTRALIAN CONCILIATION AND ARBITRATION COMMISSION

Conciliation and Arbitration Act 1904

In the matter of a notification of an industrial dispute between

The Australian Workers' Union

and

Her Majesty the Queen in Right of the State of South Australia
and others

in relation to wages and working conditions in the civil engineering
construction and maintenance industry

(C No. 3111 of 1981)

MR COMMISSIONER MERRIMAN

MELBOURNE, 20 NOVEMBER 1984

AWARD

1 - TITLE

This Award shall be referred to as the Australian Workers Union
Construction, Maintenance and Services (W.A. Government) Award 1984.

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3 - LOCALITY

This Award shall operate throughout the State of Western Australia.

4 - APPLICATION

This Award shall apply to The Australian Workers' Union and to the members thereof employed by respondents listed in the schedule hereto engaged on work done in or in connection with the following:

(a) The construction, alteration, repair and maintenance of:

- (i) Roads, freeways and railways; (including but not limited to: causeways, bridges, trestles, overpasses, tunnels, drains, conduits, culverts, carparks, driveways, and all concrete work and preparation incidental thereto);

and all associated work and all kinds of general labour associated with such work.

- (ii) Water works and water and sewerage works; (including but not limited to: pipe tracks, tunnels, irrigation systems, drains, conduits, culverts, underpasses, overpasses, and all concrete work and preparation incidental thereto);

and all associated work and all kinds of general labour associated with such works.

- (iii) Civil Engineering Works: (including but not limited to: dams, weirs, locks, tunnels, wharves, jetties, breakwater, piers, dredging projects, and all concrete work and preparation incidental thereto);

and all associated work and all kinds of general labour associated with such works.

- (iv) Land clearing, overburden removal, earth works, in or in connection with works referred to in this subclause.

4 - Application - contd

(b) Surveying, boring for water, stone quarrying, manufacturing cement of concrete articles, concrete batching, landscaping (including stone pitching), the preparation of and laying of all kinds of asphalt, bitumen emulsions and mastics.

(c) Forestry operations including but not limited to afforestation, sawmilling and timber getting for any purpose.

(d) Land clearing and preparation.

(e) Soil conservation.

(f) Vermin and noxious weed control and eradication.

(g) All kinds of general labour.

And all work described by:

AWARDS	NO 24 of 1965
	NO 24A of 1965
	NO 24B of 1965
	NO 24C of 1965
	NO 24D of 1965
	NO 24E of 1965
	NO 24F of 1965
	NO 21 of 1971

being Awards of the W.A. Industrial Commission as at the making of this Award.

Provided that this Award shall not apply to employees covered by the Government Water Supply, Sewerage and Drainage Employees Award, No. 2 of 1980, Government Water Supply (Kalgoorlie Pipeline) Award No. 15 of 1981, or Foreman (Government Water Supply) Award No. 27 of 1970 employed in the metropolitan water supply, sewerage or drainage undertaking as carried out by the Metropolitan Water Authority or its successor, nor to tradesmen and their assistants, pumping station attendants and their assistants or to the rangers employed, on or in connection with the Mundaring-Kalgoorlie water supply undertaking, nor to rangers employed by the National Parks Authority or its successors and covered by the Rangers (National Parks Authority) Award No'd. 17 of 1981, or its successors.

5 - OPERATION AND DURATION

This paid rates Award shall come into operation on the first pay period commencing on or after 10 September 1984 and remain in force until 9 September 1985.

6 - CONTRACT OF EMPLOYMENT

(a) Except in the case of casual employees and foremen the contract of employment shall be by the week and shall be terminable by one week's notice on either side or by the payment or forfeiture, as the case may be, of a week's wage in lieu of notice. In the case of a casual employee, one day's notice shall suffice. In the case of foremen the contract of employment shall be terminable by one months notice on either side, or by the payment or forfeiture as the case may be, of a month's wage in lieu of notice.

6 - Contract of employment - contd

(b) The employer shall be under no obligation to pay for any day not worked on which an employee is required to present himself for duty except when such absence is due to illness and comes within the provisions of clause 16 - Sick leave, or such absence is on account of holidays to which the employee is entitled under the provisions of this Award.

(c) This clause does not affect the right to dismiss for misconduct and in such case wages shall be paid up to the time of dismissal only.

7 - CASUAL EMPLOYEES AND PART TIME EMPLOYEES

Casual workers

- (a) (i) A casual employee is one who works less than five consecutive days. Such casual employees shall be entitled to receive 20% in excess of the rate prescribed for his or her class of work for any work performed on ordinary work days, and where work is performed on weekends or holidays, 20% in excess of the loaded rate.

Notification of not being required

- (ii) If a casual employee is not informed before he leaves the job at the end of his day's work or shift that the employee is not required to work at the next day's work or shift, and such employee attends for the next day's shift, and is not put to work, the employee shall in any case except for bad weather be paid as for two hours' work and shall be paid as for the day or shift unless the unemployment is due to circumstances beyond the employer's control.

Part time employees

(b) Part time employees shall not be engaged without written agreement between the Department concerned and the Branch Secretary of the Union.

8 - MIXED FUNCTIONS

(a) Where an employee is required to do, and does on any one day for a time exceeding two hours in the aggregate, work for which a higher rate is prescribed than for other work done on that day, the employee shall be paid at not less than such higher rate for all work done on that day.

(b) In all other cases where an employee does more than one class of work the employee shall be paid for each class proportionately to the time he works thereat.

9 - HOURS

Except as provided elsewhere in this Award and subject to the provisions of the Memorandum of Agreement at Schedule "B" the ordinary working hours shall be 38 per week worked in accordance with the following provisions for a four week cycle.

- (i) The ordinary working hours shall be worked within a twenty day four week cycle of eight hours each on Monday to Friday inclusive between the hours of 7.00 a.m. and 6.00 p.m. with 0.4 of one hour of each such day worked accruing as an

(W.A. GOVERNMENT) AWARD 1984

9 - Hours (i) - contd

entitlement to take one day in each cycle as a day off paid for as though worked.

The rostered day off will be observed on either the first or the last working day of the week.

Provided that by agreement in writing between an employer and his employees any alternate day in the four week cycle may be substituted for the rostered day off as the day off paid as though work, and where such agreement is reached all provisions of this Award shall apply as if such day was the prescribed twentieth day.

Provided further that where special circumstances exist and where the Union and the employer agree that it is not practicable for the foregoing "four week cycle" to operate then agreement may be reached between the Union and the employer on such other method of arranging working hours so that the average ordinary hours worked in any one week do not exceed 38.

- (ii) Each day of paid leave taken and any public holiday occurring during any cycle of four weeks shall be regarded as a day worked for accrual purposes.
- (iii) An employee who has not worked, or is not regarded by reason of paragraph (ii) above as having worked, a complete twenty day four week cycle shall receive pro rata accrued entitlements for each day worked or regarded as having been worked in such cycle, payable for the rostered day off or, in the case of termination of employment, on termination.

Meal breaks and tea breaks

- (iv) (1) There shall be a cessation of work and working time for the purpose of a meal break on each day, of not less than 30 minutes, to be taken between noon and 1.00 p.m.
- (2) With the exception of Forests Department employees and Public Works Department employees previously employed under the Federal Australian Workers' Union Construction and Maintenance Award 1975⁽¹⁾, where two tea breaks of 7-1/2 minutes each day shall apply, one morning tea break of 7-1/2 minutes shall be allowed to employees (other than shift employees) without deduction of pay. The employer shall fix the time for the commencement of the tea break and shall provide the necessary facilities and the labour to brew the tea for employees at the commencement of each tea break.

⁽¹⁾Print D0700[A051]; (1976) 179 CAR 944

9 - Hours (iv) - contd

- (3) If an employee is required to work through his/her meal interval, and the meal interval is thereby deferred, the employee shall be paid at the rate of time and one half for first half hour of such deferment and at the rate of double time for any further time elapsing until the employee takes a meal interval of customary duration.

Provided that if the continuance of work is reasonably necessary and could not have been avoided by any reasonable action of the employer, the employee shall be allowed time not exceeding twenty minutes before such penalty rate begins to accrue.

- (4) If on any day, not being a Saturday, Sunday or a holiday, an employee after working for five hours without a meal break does not get a meal interval of the customary duration, he shall be paid at the rate of double time for all time elapsing from the end of the five hours until such meal break is taken.
- (v) Spread of Hours - The spread of hours as prescribed in paragraph (i) shall not apply to the employment of cookhouse personnel, camp orderlies, Waterman or Shift work employees.
- (vi) Early Start - Where it is agreed between the employer, employees and the Union the working day may begin at 6.00 a.m. or at any time between that hour and 8.00 a.m. and the working time shall then begin to run from the time so fixed with a consequential adjustment to the meal cessation period.
- (vii) Where special circumstances exist and a majority of employees desire to work longer hours on any day they may, subject to the consent of the employer and the consent of the Union Branch Secretary, be permitted to do so without payment of any penalty rate provided the longer hours so worked do not exceed two on any one day of the prescribed working week.
- (viii) Where shaft or trench sinkers or timbermen are working at a depth of over 1.8 metres and where employees are driving at any depth in a tunnel or similar work, the prescribed daily hours shall, on Monday to Friday inclusive, include crib time or half an hour to be counted as time worked.
- (ix) The provisions of this clause shall not apply to employees engaged in the work of fighting bush fires.

10 - OVERTIME AND CALL OUTOvertime

- (a) (i) Except as in this Award otherwise provided, all time worked in excess of hours outside the ordinary hours of work inclusive of time worked for accrual purposes as prescribed in clause 9 and clause 11 shall be paid for at one and a half times the ordinary prescribed rate for the first two hours and at double the ordinary prescribed rate for all

10 - Overtime and call out (a)(i) - contd

time thereafter. In computing overtime, each day's work shall stand alone.

Provided that all time worked on or after 12.00 noon on Saturdays and on Sundays shall be paid at double the ordinary prescribed rate and all time worked on a holiday as prescribed in clause 13 - Holidays, shall in addition to being paid for the public holiday be paid time and one half of the ordinary prescribed rate for all ordinary hours worked on that holiday.

Provided that all other time worked on a public holiday outside the ordinary hours shall be paid at the rate of double time and one half.

- (ii) For the purpose of computation of overtime under this clause a day shall mean all the time between the normal commencing time of one day and the normal commencing time of the next succeeding day, but a Saturday shall mean all time between midnight Friday and midnight Saturday, and a Sunday shall mean all the time between midnight Saturday and midnight Sunday.
- (iii) This clause, other than the immediately preceding provision, shall not apply to employees engaged upon the work of fighting bush fires or to forestry employees on fire services.
- (iv) The provisions of this clause shall not apply to watermen.
- (v) An employee required to work overtime in excess of one and a half hours after working ordinary hours shall be paid by his employer an amount of \$3.80 to meet the cost of a meal or shall, at the option of the employer, be provided by the employer with an adequate and suitable meal.

Call out for day workers

Mondays to Fridays

- (b) (i) An employee called out to work after the expiration of his customary working time and after he has left work for the day on Mondays to Fridays shall be paid for a minimum of four hours work calculated at one and a half times the ordinary prescribed rate for each time he is so called out. Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of four hours work calculated at one and a half times the ordinary prescribed rate for the first two hours and at double the ordinary prescribed rate thereafter.

Saturdays

- (ii) A worker called out to work on a Saturday, shall be paid for a minimum of three hours' work calculated at one and a half times the ordinary prescribed rate for each time he is so called out. Provided that the worker, if required to work

10 - Overtime and call out (b)(ii) - contd

for two hours or more, shall be paid for a minimum of three hours' work calculated at one and a half times the ordinary prescribed rate for the first two hours and at double the ordinary prescribed rate thereafter.

Sundays and public holidays

- (iii) An employee called out to work on a Sunday or on a public holiday, shall be paid for a minimum of three hours work calculated at the rate prescribed in paragraph (a)(i) of this clause, for the first call out and for the actual time worked at each subsequent call out.

Standby

- (c) (i) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this subclause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, depot or picking up place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

- (ii) Employees required by the employer to "standby" shall be rostered on a system to be mutually agreed for each depot, and shall be paid three hours at ordinary rates for such standby on any day Monday to Friday (inclusive) or on a holiday prescribed, in award, and four on Saturday or Sunday in addition to any overtime to which they are entitled under this Award.

In addition an employee required to standby on a holiday shall also receive a day in lieu of that holiday.

Saturdays, Sundays and holidays

- (d) (i) Leave reserved - overtime worked on a Saturday shall be of at least four hours duration or payment for four hours at overtime rates if required to work less than four hours.
- (ii) Leave reserved - Sunday overtime shall be of at least four hours duration or payment of four hours at overtime rates if required to work less than four hours.
- (iii) No deduction shall be made from the wages of an employees engaged by the week because of his not working on a holiday.
- (iv) An employee shall not be required to work for more than four hours on a Saturday, Sunday or holiday without a meal interval of at least 30 minutes.

10 - Overtime and call out (d) - contd

- (v) (1) An employee working overtime following ordinary hours shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where an employee is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10.00 a.m. and 1.00 p.m. be paid for at ordinary rates.

- (2) Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours inclusive of time worked for accrual purposes as prescribed in clause 9 and clause 11 shall be allowed a meal break of twenty minutes which shall be paid for at ordinary time.
- (3) An employer and employee may agree to any variation of these provisions to meet the circumstances of the work in hand provided that the employer shall not be required to make payment in respect of any time allowance in excess of twenty minutes.

Rest period after overtime

- (e) (i) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least ten consecutive hours off duty between the work of successive days.
- (ii) An employee who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day so that he has not had at least ten consecutive hours off duty between those times shall, subject to this clause, be released after completion of such overtime until he has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence. If, on the instructions of his employer, such an employee resumes or continues work without having had such ten consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

11 - SHIFTWORK

(a) The ordinary working hours of employees on shift work shall not exceed an average of 38 per week spread over a period of two, three or four weeks to be worked in shifts of eight hours inclusive of a crib time of thirty minutes which shall be counted as time worked.

(b) Definitions - for the purpose of this clause:

- (1) "day shift" means any shift starting at or after 6.00 a.m. and before 10.00 a.m.;

11 - Shiftwork (b) - contd

- (ii) "afternoon shift" means any shift starting at or after 10.00 a.m. and before 8.00 p.m.;
 - (iii) "night shift" means any shift starting at or after 8.00 p.m. and before 6.00 a.m.; and
 - (iv) "rostered shift" means a shift of which the employee concerned has had at least 48 hours notice.
- (c) There shall be a roster of shifts which shall:
- (i) provide for rotation unless all the employees concerned desire otherwise; and
 - (ii) provide for employees to work no more than eight shifts in any nine consecutive days.
- (d) Each employee's shift shall be worked according to the roster. The sequence of shifts shall not be deemed to be broken by a holiday.
- (e) Starting and finishing times of shifts may be fixed to suit the efficient working of the particular job, provided transport facilities are available or arranged.
- (f) Work done by shift employees in excess of or outside the ordinary working hours of their shift or on a shift other than a rostered shift shall be paid at the rate of double time.

This provision shall not apply to arrangements between the employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. For all time of duty after he has finished his ordinary shift such unrelieved worker shall be paid at the rate of time and a half for the first eight hours and double time thereafter.

- (g)
- (i) Shift employees whilst on afternoon or night shifts other than a Saturday, Sunday or holidays shall be paid a loading of 15% extra per shift in addition to the ordinary rate for such shifts.
 - (ii) Shift employees who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights shall be paid at the rate of time and a half.
 - (iii) An employee who, except at his/her own request, pursuant to subclause (c) hereof:
 - (1) during a period of engagement on shift, works night shifts only; or
 - (2) remains on night shift for a longer period than four consecutive weeks; or
 - (3) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle;

11 - Shiftwork (g)(iii) - contd

shall during such engagement, period or cycle be paid at the rate of 30% extra per shift in addition to the ordinary rate for all time worked during ordinary working hours on such night shift.

(h) A shift employee called out to work after the expiration of his customary working time and after he has left work for the shift, or, is called out to work on a day on which he is rostered off, shall be paid for a minimum of three hours work calculated at double the ordinary prescribed rate for each time he is so called out. Provided that if called out on a public holiday payment shall be calculated at the rate of 2-1/2 times.

(i) Employees working shifts shall be paid for ordinary hours of work performed between midnight on Friday and midnight on Saturday at the minimum of time and a half.

(j) Employees working shifts shall be paid for ordinary hours of work performed on a Sunday at the rate of double time. Where any shift worked falls partly on a Sunday and the greater portion of that shift falls on that day then that shift shall be regarded as a Sunday shift.

(k) The provisions of this clause shall not apply to cookhouse personal, Camp Orderlies and Watermen.

12 - ACCIDENT PAY

Application

(a) This clause shall apply to all employees covered by this Award.

Date of application

(b) This clause shall apply only in respect of incapacity which results from an injury received on or after the date of application of this Award.

Conditions of accident pay

(c) The circumstances under which an employee shall qualify for accident pay shall be prescribed hereunder:

(i) An employer shall pay an employee accident pay where the employee receives an injury for which weekly payments of compensation are payable by or on behalf of the employer pursuant to the provisions of the Workers' Compensation and Assistance Act 1981, as amended from time to time.

(ii) "Accident Pay" means a weekly payment of an amount being the difference between the weekly amount of compensation paid to the employee pursuant to the said appropriate Workers' Compensation Act and the employee's appropriate 38-hour award rate and accrued entitlements prescribed by clauses 38A, 38B and 38R or where the incapacity is for a lesser period than one week, the difference between the amount of compensation and the said award rate for that period.

12 - Accident pay (c) - contd

- (iii) An employee shall pay accident pay during the incapacity of the employee within the meaning of the said appropriate Act until such incapacity ceases or until the expiration of a period of 26 weeks from the date of injury, whichever event shall first occur.
- (iv) The liability of the employer to pay accident pay in accordance with this clause shall arise as at the date of the injury or accident in respect of which compensation is payable under the said appropriate act and the termination of the employees employment for any reason during the period of any incapacity shall in no way affect the liability of the employer to pay accident pay as provided in this clause.
- (v) In the event that the employee receives a lump sum in redemption of weekly payments under the said Acts, the liability of the employer to pay accident pay as herein provided shall cease from the date of such redemption.
- (vi) An employer may at any time apply to the Australian Conciliation and Arbitration Commission for exemption from the terms of this clause on the grounds that an accident pay scheme proposed and implemented by that employer contains provisions generally more favourable to his employees than the provisions of the clause.

13 - HOLIDAYS

- (a) (i) The following days or the days observed in lieu shall, subject as hereinafter provided, be allowed as holidays, without deduction of pay, namely:

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Foundation Day, Sovereign's Birthday, Christmas Day and Boxing Day. Provided that another day may be taken as a holiday by arrangement between the parties in lieu of any of the days named in the subclause.
 - (ii) When any of the days mentioned in paragraph (i) hereof falls on a Saturday or a Sunday the holiday shall be observed on the next succeeding Monday and when Boxing Day falls on a Sunday or Monday the holiday shall be observed on the next succeeding Tuesday. In each case the substituted day shall be a holiday without deduction of pay and the day for which it is substituted shall not be a holiday.
- (b) Whenever any holiday falls on an employee's ordinary working day and an employee is not required to work on such day the employee shall be paid for the ordinary hours the employee would have worked, or in the case of a piece-worker for the work the employee would have performed on such day if it had not been a holiday.
- (c) When a worker is off duty owing to leave without pay or sickness, including accidents on or off duty, except time for which the employee is entitled to claim sick pay, any holiday falling during such absence shall not be treated as a paid holiday.

13 - Holidays - contd

(d) Where an employee is on duty or available on the whole of the working day immediately preceding a holiday, or resumes duty or is available on the whole of the working day immediately following a holiday, as prescribed in this clause, an employee shall be entitled to a paid holiday on all such holidays.

(e) Any employee employed on piece-work under the provisions of this Award shall be entitled to be granted and paid at the day work rate in respect of any holiday prescribed in this clause. "Day work rate" for the purpose of this subclause shall mean the rate appropriate to the employee's occupation as prescribed in the Forestry Wages Schedule.

Provided that where a piece-worker by reason of his/her failure to work full time, other than on account of sickness, wet weather, annual leave or any public holidays prescribed by this Award or special leave granted by the employer does not earn the amount an employee of average capacity would have earned on piece-work in accordance with a rate fixed under the provisions contained in the Forestry Wages Schedule, had such latter employee been employed on all working days since the date of the public holiday next preceding the holiday referred to in this subclause then the payment to such pieceworker for such holiday shall be reduced by the proportion that the deficiency in his/her earning bears to the amount of the earnings of such average worker.

(f) A casual employee shall not be entitled to payment for any holiday referred to in this clause.

14 - ANNUAL LEAVE AND LOADING

(a) Except as hereinafter provided a period of four consecutive weeks' annual leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

(b) (i) "Ordinary wages" for an employee other than a shift worker shall mean the rate of wage the employee has received for the greatest proportion of the calendar month prior to his taking the leave.

(ii) "Ordinary wages" for a shift worker shall mean the rate of wage the shift worker would receive under clause 11 - Shift work, of the Award according to the worker's roster or projected roster including Saturday and Sunday shifts.

(c) (i) A seven day shift worker, i.e. a shift worker who is rostered to work regularly on Sundays and holidays shall be allowed one week's leave in addition to the leave to which he is otherwise entitled under this clause.

(ii) Where an employee with twelve months continuous service is engaged for part of a qualifying twelve monthly period as a seven day shift worker, he shall be entitled to have the period of annual leave to which he is otherwise entitled under this clause increased by one-twelfth of a week for each completed month he is continuously so engaged.

14 - Annual leave and loading - contd

(d) Any employee employed on piece-work under the provisions of this Award shall be entitled to be granted and paid for annual leave at the day work rate prevailing when the holidays are taken. "Day work rate" for the purpose of this subclause shall mean the rate appropriate to the employee's occupation as prescribed in the Forestry Wages Schedule, provided that where a piece-worker has been employed on various classes of work the rate for the occupant in which the employee has been employed for the greater portion of the calendar month prior to his taking the leave shall be applied.

Provided that where a piece-worker by reason of his failure to work full time, other than on account of sickness, wet weather, annual leave or any public holidays prescribed by this Award or special leave granted by the employer does not earn the amount that an employee of average capacity would have earned on piece-work in accordance with a rate fixed under the provision contained in the Forestry Wages Schedule, had such latter employee worked full time during the period over which the leave of such piece-worker has accrued then the period of leave of such piece-worker shall be reduced by the proportion that the deficiency in the earnings bears to the amount of the earnings of such average employee. Provided further that where in accordance with such calculations:

- (i) fractional portion of a day equal to or more than half a day is ascertained, then such fractional portion of a day shall account as a full day; and
- (ii) a fractional portion of a day less than a half day is ascertained, then such fractional portion of a day shall be disregarded.

(e) If any award holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day being an ordinary working day for each such holiday observed as aforesaid.

(f) If after one month's continuous service in any qualifying twelve monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid 2.92 hours pay at his ordinary rate of wage in respect of each completed week of continuous service in that qualifying period except that, in the case of an employee referred to in subclause (c) of this clause he shall be paid 3.65 hours pay at the rate in respect of each completed week of continuous service.

(g) In addition to any payment to which he may be entitled under subclause (e) of this clause, an employee whose employment terminates after he has completed a twelve monthly qualifying period and who has not been allowed the leave prescribed under this Award in respect of that qualifying period, shall be given payment in lieu of that leave unless:

- (i) he has been justifiably dismissed for misconduct; and
- (ii) the misconduct for which he has been dismissed occurred prior to the completion of that qualifying period.

(h) An employee may be rostered off and granted annual leave with payment of ordinary wages as prescribed prior to his having completed a period of twelve months' continuous service, in which case should the services of such employee terminate or be terminated prior to the completion of twelve months' continuous service, the said employee shall refund to the employer the

14 - Annual leave and loading (h) - contd

difference between the amount received by him for wages in respect of the period of his annual leave and the amount which would have accrued to him by reason for the length of his service up to the date of the termination of his services.

(i) (i) Subject to subclause (c) of this clause, when computing the annual leave due under this clause, no deduction shall be made from such leave in respect of the period that an employee is on annual leave and/or holidays. Provided that no deduction shall be made for any approved period an employee is absent from duty through sickness, with or without pay, unless the absence exceeds three calendar months, in which case deduction may be made for such excess only.

(ii) Approved periods of absence from work caused through accident sustained in the course of employment shall not be considered breaks in continuity of service, but the first six months only of any such period shall count as service for the purpose of computing annual leave.

(j) When work is closed down for the purpose of allowing annual leave to be taken, employees with less than a full year's service shall only be entitled to payment during such period for the number of days leave due to them. Provided that nothing herein contained shall deprive the employer of his right to retain such employees during the close down period as may be required.

Annual leave loadings

Day workers

- (k) (i) A worker proceeding on annual leave shall be paid, in addition to the ordinary payment for such leave, a loading of 17-1/2% calculated on the award rate of pay with respect to a maximum of four weeks' leave.
- (ii) Provided that the maximum loading payment shall not exceed the amount set out in the Australian Bureau of Census and Statistics Publication for "average weekly earnings per male employed unit" in Western Australia for the September quarter immediately preceding the date the leave became due.

Shift workers

- (iii) A shift worker who is in receipt of an additional week's leave provided for in accordance with paragraph (c)(i) of this clause, shall receive where the payment on annual leave, including shift and weekend penalties as defined in paragraph (b)(ii) is less than 20% in addition to the classified rate of pay prescribed in clause 37 - Wages, for five weeks' leave, a loading which will produce an amount equal to 20% in addition to the award rate of pay for a maximum of five weeks. Provided that the payment shall not exceed five-fourths of the amount referred to in paragraph (ii) hereof, but this limitation will not affect a worker's entitlement to any additional payment by way of shift or weekend penalties under paragraph (b)(ii) of this clause

14 - Annual leave and loading (k)(iii) - contd

should those penalties exceed 20 per cent.

The loading prescribed by this subclause shall apply to proportionate leave on termination.

(l) By agreement between the employer and employee, annual and accumulated leave may be taken in not more than two periods but neither of such periods shall be less than two weeks.

(m) The provisions of this clause shall not apply to casual workers.

15 - LONG SERVICE LEAVE

The conditions governing the granting of long service leave to full time Government wages employees generally shall apply to workers covered by this Award.

16 - SICK LEAVE

(a) (i) An employee shall be entitled to payment for non attendance on the grounds of personal ill health or injury for one sixth of a week for each completed month of service.

(ii) Payment hereunder may be adjusted at the end of each accruing year, or at the time the employee leaves the service of the employer, in the event of the employee being entitled by service subsequent to the sickness in that year to a greater allowance than that made at the time the sickness occurred.

(b) The unused portion of the entitlement prescribed in paragraph (a)(i) hereof in any accruing year shall be allowed to accumulate and may be taken in the next or any succeeding year.

(c) In order to acquire entitlement to payment in accordance with this clause the employee shall as soon as reasonably practicable advise the employer of his inability to attend for work, the nature of his illness or injury and the estimated duration of the absence. Provided that such advice other than in extraordinary circumstances shall be given to the employer within 24 hours of the commencement of the absence.

(d) No employee shall be entitled to the benefit of this clause unless he produces proof to the satisfaction of the employer or his representative of such sickness provided that the employer shall not be entitled to a medical certificate for absences of less than three consecutive working days unless the total of such absences exceeds five days in any one accruing year.

(e) (i) Subject to the provisions of this subclause, the provisions of this clause apply to an employee who suffers personal ill health or injury during the time when he is absent on annual leave and an employee may apply for and the employer shall grant paid sick leave in place of paid annual leave.

(ii) Application for replacement shall be made within seven days of resuming work and then only if the employee was confined to his place of residence or a hospital as a result of his personal ill health or injury for a period of seven consecutive days or more and he produces a certificate from

16 - Sick leave (e)(ii) - contd

a registered medical practitioner that he was so confined. Provided that the provisions of this paragraph do not relieve the employee of the obligation to advise the employer in accordance with subclause (c) of this clause if he is unable to attend for work on the working day next following his annual leave.

(iii) Replacement of paid annual leave by paid sick leave shall not exceed the period of paid sick leave to which the employee was entitled at the time he proceeded on annual leave and shall not be made with respect to fractions of a day.

(iv) Where paid sick leave has been granted by the employer in accordance with paragraphs (i), (ii) and (iii) of this subclause, that portion of the annual leave equivalent to the paid sick leave and the replaced annual leave may be taken at another time mutually agreed to by the employer and the worker or, failing agreement, shall be added to the worker's next period of annual leave or, if termination occurs before then, be paid for in accordance with the provisions of clause 14 - Annual leave and loading.

(v) Payment for replaced annual leave shall be at the rate of wage applicable at the time the leave is subsequently taken provided that the annual leave loading prescribed in clause 14 - Annual leave and loading, shall be deemed to have been paid with respect to the replaced annual leave.

(f) The provisions of this clause with respect to payment do not apply to employees who are entitled to payment under the Workers' Compensation Act nor to employees whose illness or injury is the result of the employee's own misconduct.

(g) The provisions of this clause do not apply to casual employees.

17 - SPECIAL LEAVE

Bereavement leave

(a) An employee shall, on the death within Australia of a wife, husband, father, mother, child or step-child, brother or sister, be entitled on notice to leave up to and including the day of the funeral of such relation, and such leave shall be without deductions of pay, for a period not exceeding the number of hours worked by the employee in two ordinary days' work inclusive of time worked for accrual purposes as prescribed in clauses 9 and 11. The allowance prescribed by subclauses 38(a), 38(b) and 38(r) shall be paid for such leave and for all accrual purposes. Proof of such death shall be furnished by the employee to the satisfaction of his employer. Provided, however, that this clause shall have no operation while the period of entitlement to leave coincides with any other period of entitlement to leave.

For the purposes of this clause the words "wife" and "husband" shall not include a wife or husband from whom the employee is separated, but shall include a person who lives with the employee as a de facto wife or husband.

17 - Special leave - contdJury service

(b) An employee required to attend for jury service during his ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of his attendance for such jury service and the amount of wage he would have received in respect of the ordinary time he would have worked inclusive of time worked for accrual purposes as prescribed in clauses 9 and 11 had he not been on jury service. The allowances prescribed by subclauses 38(a), 38(b) and 38(r) shall be paid for such leave and for all accrual purposes.

An employee shall notify his employer as soon as possible of the date upon which he is required to attend for jury service. Further, the employee shall give his employer proof of his attendance, the duration of such attendance, and the amount received in respect of such jury service.

18 - TRAVELLING TIME, FARES AND ALLOWANCES

(a) Where the employee has to walk between the place of work and the yard, camp, depot or picking up place of the employer, or the nearest stopping place of a public vehicle if there is no picking-up place, and the distance to be walked is in excess of 1.6 kilometres, he shall be paid for such excess at the rate of one-third of his ordinary classified rate per hour for each kilometre thereof.

(b) Where the employee is transported between the place of work the yard, camp, depot, picking-up place or nearest stopping place, he shall be paid at his ordinary classified rate for all time in excess of twenty minutes each way spent in such transport.

(c) When employees are required to travel to and from work in the employer's vehicle, the employer shall provide the vehicle with suitable seating accommodation, together with a fly or other cover to protect the workers from the weather.

Explosives or goods or materials entailing risk to employees shall not be carried on vehicles while such vehicles are being used for the conveyance of employees to and from the place of work.

(d) Pikers-out on ballast train shall be paid at ordinary rates from the time the train leaves the camp until it returns thereto, less the time allowed for the midday meal. Provided that, in the event of the train not returning to the camp within a reasonable time, the employer reserves the right to return the men by trolley or other means.

(e) Employees who are required to propel the trolley on which they ride to and from work shall travel both ways in the employers' time.

Transfer from job to job

(f) Employees transferred by the employer from one job to another in the same day shall be paid for the time spent in travelling as for time worked, and the cost shall be borne by the employer.

(g) An employee shall not be entitled to the benefits of travelling time in addition to the payments of fares and allowances as prescribed by this clause.

18 - Travelling time, fares and allowances - contd

Fares

- (h) (i) The fares of an employee proceeding from the place of engagement to work outside the metropolitan area shall be paid by the employer who may deduct the amount thereof from such an employee's first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continues to work for the employer for at least two months if employed in zones 1 and 2 or for at least six months if employed in zones 3, 4, 5 and 6, (such zones being defined in subclause 39(a) or if the work ceases sooner, for as long as the work continues.

- (ii) If the employee continues to work for an employer according to the requirements as stipulated in paragraph (i) of this clause, the employer shall, on termination of an employee's engagement by the employee, except in the case of misconduct by the employee, pay the fare of the employee back from the place of work to the place of engagement if the employee so desires.

(i) Where an employee is sent from one place to another, and cannot reasonably return to his home each night he shall be transported at the expense of the employer and he shall receive reasonable out of pocket expenses for meals and bed.

Allowances - use of own conveyance

(j) When an employee, at the employer's direction uses any kind of conveyance of his own in travelling in the employer's service, the amount of hire payable shall be the normal rate which the employer ordinarily pays in that district.

19 - TRANSPORT AFTER OVERTIME OR SHIFT WORK

(a) When an employee, after having worked overtime or a shift for which he has not been regularly rostered finishes work at a time when reasonable means of transport are not available, the employer shall provide him with conveyance to his home, camp or to the nearest public transport.

20 - CAMP STANDARDS AND AMENITIES

Mess room

(a) In camps of twenty or more men, the employer shall provide, if requested by a majority of employees, a separate room or rooms for messing which shall be of adequate dimensions, suitably lined and flyproofed. Sufficient tables and seating and adequate heating and lighting will also be provided.

Changing room, shelter sheds and drying conveniences

- (b) (i) Where reasonably required, the employer shall on each job provide adequate changeroom facilities to enable employees to change their clothes in privacy. The employer shall not place tools or equipment in his facility.

20 - Camp standards and amenities (b) - contd

- (ii) Where reasonably required, the employer shall on each job provide shelter by means of sheds, tents or other like means, for the convenience of each gang on all works. The employer shall not place tools or equipment in this facility.
- (iii) The employer shall provide adequate arrangements for employees to dry their working clothes, and shall in camps supply free of charge wash basins, utensils and conveniences for washing clothes.

Toilet and washing facilities

- (c) (i) An adequate number of toilets shall be provided. Toilet, ablution and laundry blocks shall be soundly constructed and roofed with weatherproof material, the floor of each unit shall be well drained and constructed of concrete or of other approved hygienic materials. Every closet shall be well lighted and shall have a hinged door capable of being fastened on the inside.
- (ii) Where possible, sewerage or septic tanks shall be in use, all pans shall have lift up seats and toilet holder and toilet paper shall be supplied in each cubicle together with deodorant tablets.
- (iii) As far as practicable closet accommodation shall be situated so as to be readily accessible from the places where men are working or camping but shall be far enough away to avoid nuisance.
- (iv) Closets shall be cleaned and disinfected at least daily and maintained in a clean and hygienic condition.

Showers

- (v) Where practicable showers shall be provided. Showers shall be equipped with latticework duck boards, hygienic shower screens, soap containers and hot and cold water shall be supplied. Sufficient room shall be allowed for dressing and clothes pegs shall be provided. An adequate number of wash basins with separate taps shall be provided.

Laundry

- (vi) Where it is requested by a majority of employees on a job an adequate number of wash troughs and coppers with a plentiful supply of hot and cold water and tables on which to iron clothes shall be provided and where a camp is connected to electricity supply, power points are to be supplied in the laundry area.

Recreation room

- (d) In camps of twenty or more men where requested by a majority of employees a recreation room suitably lined, with heating, ventilation and lighting provisions shall be supplied. The doors and windows shall be fitted with fly protection. Adequate furniture for reading and writing purposes shall be supplied.

20 - Camp standards and amenities - contd

Accommodation

- (e) (i) In all camps suitable accommodation shall be either hut accommodation or caravans. Huts shall be lined, ventilated, with wooden floors, lockable doors, and fly protection on windows and doors. The accommodation shall be supplied and fitted with adequate lighting and heating, where practicable, together with a suitable small table, chairs, clothes locker or chest of drawers, and a bedside mat. Provided, however, where it is impracticable for an employer to provide huts or cubicles due to the nature or the locality of the camp or the short duration of the work necessitating its establishment, the employer may in such circumstances provide tents with tent poles and suitable board floors.
- (ii) If a dispute arises over the provision of tents on a particular job, the question of the suitability of such accommodation shall be considered at a conference of representatives of the employer and the Union. In the event of the parties failing to reach agreement, the matter shall be referred to a Board of Reference.
- (iii) In batch camps, kitchen and dining areas shall be supplied with adequate tables and chairs, a food cupboard with fly wire protection and a cupboard for crockery, kitchen utensils, etc., and the employer shall provide modern cooking facilities and free supply of fuel and fire protection apparatus.

Bedding

- (iv) The employer shall provide free of charge a bed, mattress and mattress cover, two blankets and a pillow, all of which shall be kept by the employer in a hygienic condition and replaced by him as is necessary. At the cessation of the employment the employee shall return the mattress, cover, blanket and pillow in a good condition, fair wear and tear excepted.

Lighting

(f) Where electricity is available, electric lighting shall be considered adequate lighting throughout the camp: provided that the electric globes used are of sufficient wattage for the purpose. Where electric power is not available, lighting throughout the camp shall be by means of a portable electric unit or by L.P. gas. In small camps, a pressure type lamp shall be deemed sufficient.

Refrigerators

(g) In all batch camps a suitable number of refrigerators shall be provided.

20 - Camp standards and amenities - contdWater and fuel

(h) In all camps the employer shall provide at his own cost an adequate supply of fuel and water.

Camp area, hygiene, etc.

(i) The surface area adjacent to all camp buildings shall be even and level and available for use at all times. In wet or muddy conditions dry-shod access to camp accommodation and facilities shall be ensured, if necessary by the provision of duckboards or walkways. The employer shall be responsible for the cleanliness of the camp, the maintenance of hygiene and shall provide for the thorough disinfecting of all camp facilities required.

Camp orderly

(j) In camps of over twenty men a camp orderly shall be provided by the employer and in small camps an employee shall be provided in the employer's time to carry out all necessary functions to ensure the cleanliness and hygiene of the camp and its surroundings.

Dwelling for married men

(k) If application is made for same, the employer shall provide housing accommodation for married employees in fixed locations on construction works estimated to last for at least three years.

Storage of tools, equipment, etc.

(l) None of the amenities set out in this clause shall be used for any other purpose than that proposed herein, provided that where suitable, the mess room may be used as a recreation room. However, the storage of tools or equipment shall not be permitted in mess or recreation rooms.

21 - CAMPING ALLOWANCES

(a) Employees who are required to camp or to live at the site of any work either by direction of the employer, or because no reasonable transport facilities are available to enable them to proceed to and from their homes each day, shall be paid a camping allowance of \$60.90 for every complete week they are available for work. Such weekly allowance is to cover the disability of living in a camp, the cost of food and incidentals and any fares incurred at the weekend by men travelling away from camp to their homes and return but an employee who is absent from duty without the employer's approval on the working day immediately prior to or succeeding a weekend shall be paid as provided in the following sentence:

If required to be in camp for less than a complete week, they shall be paid \$8.70 per day, including any Saturday or Sunday if in camp and available for work on the working days immediately preceding and succeeding such Saturday and Sunday.

(b) Provided however, when an employer, at his own cost provides the employee with a proper mess room and cooks the employee's food free of charge, the allowance provided in subclause (a) hereof shall be reduced to \$33.60 per week or \$4.80 per day, as the case may be.

21 - Camping allowances - contd

Main Roads Department only

- (c) (i) Employees who are required to camp or to live at the site of any work either by direction of the employer, or because no reasonable transport facilities are available to enable them to proceed to and from their homes each day, shall be paid daily camping allowance for every work day and non work day they reside in camp provided they are available for work or are on approved leave with pay. Such daily camp allowance is to cover the disability of living in a camp and the cost of food and incidentals. Payment of camping allowance is in accordance with the following.

	Per day \$
(1) Where the employer does not at his own cost provide the employee with a proper mess room and cook the employee's food free of charge	9.00
(2) Where the employer does at his own cost provide the employee with a proper mess room and cook the employee's food free of charge	6.10

- (ii) On each occasion at the end of an operational work cycle, that an employee travels at his own cost away from camp to his depot/home and return, he shall be paid an allowance in accordance with the following, provided he is not absent from duty, without the employer's approval, on the working day immediately prior to or succeeding the break between operational work cycles.

	Per operational work cycle \$
(1) Weekly operational work cycle less than 100 kms from the employee's depot or home whichever is the nearer	12.00
(2) Weekly operational work cycle 100 kms or more from the employee's depot or home whichever is the nearer	21.00
(3) Fortnightly operational work cycle 100 kms or more from the employee's depot or home whichever is the nearer	36.00
(4) Four weekly operational work cycle 100 kms or more from the employee's depot or home whichever is the nearer	51.00

- (iii) Where transport is made available by the employer to transport the employee free of cost from the camp to the depot home and return at the end of an operational work cycle one half of the appropriate allowance as prescribed in paragraph (c)(ii) hereof shall apply. If transport is made available one way only, by the employer, the appropriate allowance as prescribed in paragraph (c)(ii) hereof shall be reduced by one quarter.

21 - Camping allowances (c) - contd

- (iv) Weekly, fortnightly and four weekly operational work cycles are defined as follows:

"Weekly operational work cycle" means a work cycle whereby employees normally work on the ordinary working days of a week and have each weekend off.

"Fortnightly operational work cycle" means a work cycle whereby employees work make-up time to allow them to have a long break once every fortnight.

"Four weekly operational work cycle" means a work cycle whereby employees work additional make-up time to allow them to have a long break once every four weeks.

- (v) The rates prescribed by this subclause will be applied on a no reduction basis.

(d) Notwithstanding the provisions elsewhere prescribed in subclauses (a), (b) and paragraph (c)(i) of this clause, if an employer elects to provide full board and suitable camp lodgings, the allowances prescribed therein shall not be payable.

22 - ERECTING AND SHIFTING CAMP

Employees shall be paid their usual rate for all time occupied by them in erecting and/or shifting camp and removing plant and equipment, provided such work is performed within the ordinary hours of duty; otherwise overtime rates shall be paid.

23 - FIRST AID PROVISIONSFirst aid outfit and ambulance stretcher

(a) The employer shall at every main place of employment (including all depots) provide a sufficient first aid box and collapsible stretcher for the use of sick or injured employees and shall always keep the same in proper order. Such outfit shall consist of at least the following:

Lotions: Boracic acid (eyewash), Acriflavin (0.1 per cent solution), Sodium bicarbonate (solution - 1 dessertspoon to 568 ml. water), Formax or Savlon, Salvolatile or suitable alternative items.

Equipment: 2.5 centimetre roll bandages, 6 centimetre roll bandages, 10 centimetre roll bandages, triangular bandages, lint, cotton wool, splints capable of being used in 30 centimetre, 45 centimetre, 60 centimetre, or in 75 centimetre lengths, one pair of scissors, rubber constrictive bandage with instructions for the treatment of snakebite.

First aid attendant

(b) The employer shall employ a man with first aid qualifications on all large works, and a person with first aid knowledge in other circumstances reasonably requiring same. Any employee appointed by the employer to perform first aid duty in any gang shall be paid 0.575 cents per day in addition to his ordinary rate.

23 - First aid provisions (b) - contd

Provided that any persons so appointed, holding first aid qualifications from St John Ambulance or a similar body, shall, in addition, be paid a further amount of 0.575 cents per day.

Accompanying injured or sick employees

(c) Where an employee is suffering from illness or injury sustained on the job he shall not be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or the nearest hospital. All expenses incurred in such employee's removal shall be paid by the employer.

24 - LOSS OF CLOTHING AND SPECTACLES

(a) The employer shall be responsible up to a maximum of \$590.00 for an employee's clothing which may be destroyed by fire or lost in a cyclone in a changing housing or other shelter, provided that such destruction is not in any way caused by the employee's own act or neglect.

(b) Where an employee during the course of his employment suffers loss or damage to his spectacles and the employer is satisfied it is work related the employee shall be compensated by the employer to the extent of the loss or damage sustained. Provided further that this subclause shall not apply when an employee is entitled to workers' compensation in respect to the damage.

25 - RIGHT OF ENTRY

(a) A duly accredited official of the Australian Workers' Union shall have the right to enter the employer's premises, but shall not without the permission of the employer interview employees during their working hours.

(b) A job representative appointed by the employees shall be allowed the necessary time during working hours to interview the engineer or officer in charge of the job on matters affecting the employees whom he represents.

26 - TIME AND WAGES RECORD

(a) The employer shall keep a record of the names of the employees of such employer and, in respect of each employee, a record fortnightly of the periods, times and class of work done, and the rate of wages and amount of wages paid.

(b) The Secretary or Branch Secretary of the Australian Workers' Union or an official of such Union authorised in writing to that effect by such Secretary or Branch Secretary, shall be allowed on any day coming two days after a pay day between 10.00 a.m. and 12 noon, or at such other time as may be agreed upon, to inspect such records as far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said Union.

27 - PAYMENT OF WAGES

Employees shall be paid their wages in working hours, and if not paid shall be entitled to be paid at ordinary rates for the time they have to wait for payment, providing that if because of circumstances beyond the reasonable control of the employer he cannot so pay the wages, he shall only be bound to pay them at the earliest time reasonable in the circumstances.

27 - Payment of wages - contd

Employees shall be paid their wages into a bank account nominated by the employee or by cheque or where agreement is reached between the employer and the employee payment of wages may be made in cash and a signature shall be obtained for such cash payment.

Casual employees shall be paid in cash.

28 - PREFERENCE OF EMPLOYMENT

Preference of employment will be given to members of the Australian Workers' Union, all other things being equal.

29 - OWNER DRIVERS

Persons driving vehicles owned by them and hired to the employer shall be deemed "employees" so far as wages and any conditions which are reasonably applicable to them are concerned. The matter of the hiring of the vehicle is to be left entirely between the owner and the employer. Should any owner driver be dissatisfied with the rate fixed by the local engineer or officer in charge for the hire of his vehicle, such persons shall refer the matter to the Branch Secretary.

30 - TOOLS

The employer shall supply all necessary tools, including masks and goggles which the employee shall return in good conditions (fair wear and tear excepted). The loss of such equipment due to any cause arising out of neglect or misuse by the employee shall be a charge against the wages of the employee, provided that no charge shall be made in respect of reasonable wear and tear.

31 - WET WORK

(a) If an employee is required to work in heavy rain he shall be provided with waterproof boots and adequate waterproof clothing including waterproof head covering so as to protect him from getting wet.

(b) Rain shall be deemed to be heavy when, if the employee works therein as required, his clothes become saturated.

(c) Waterproof boots, waterproof coat and suitable head covering, free of charge shall be supplied in such other cases and circumstances as the employer considers necessary. In the case of a dispute arising as to the issue, the matter is to be referred to a Board of Reference.

(d) All waterproof clothing, headgear and boots supplied pursuant to this clause shall be fumigated before being transferred from one employee to another.

(e) The waterproof clothing, headgear and boots supplied pursuant to this clause shall remain the property of the employer. The loss of such clothing due to any cause arising out of the neglect or misuse by the employee shall be a charge against the wages of the employee, provided that no charge shall be made in respect of reasonable wear and tear.

31 - Wet work - contd

Wet places

(f) Any employee working in wet places shall be paid an allowance of 84 cents per day or part of a day provided that:

- (i) this allowance shall not be payable to employees working on natural surfaces made wet by rain;
- (ii) where waterproof boots and/or oilskins are provided by the employer, no claim shall be allowed under this provision for wet feet or clothing, but where, notwithstanding this protection and the exercise of reasonable care by the employee, his clothing or feet become wet, he shall be paid the appropriate rate of wet pay;
- (iii) where an employee is compelled to work in water to the thighs, he shall receive the allowance notwithstanding the previous paragraph (ii) of this proviso; and
- (iv) a place shall be deemed to be wet when water other than rain is continually dropping from overhead so as to saturate the clothing of an employee if unprotected, or when the water in the place where the employee is standing is over 2.5 cm deep.

32 - PROTECTIVE CLOTHING

(a) Overalls and gloves shall be provided for employees actually handling bitumen. The spray operator shall be provided with a suitable respirator when requested. Basil aprons shall be supplied to employees at kettle and/or handling drums, free of charge, by the employer if required.

(b) The employer shall provide on the job, oil or other suitable solvents free of charge to employees for the removal of tar, bitumen emulsions or similar preparations from their persons.

(c) All protective clothing supplied pursuant to this clause shall be fumigated before being transferred from one employee to another.

(d) The protective clothing supplied pursuant to this clause shall remain the property of the employer. The loss of such protective clothing due to any cause arising out of the neglect or misuse by the employee shall be a charge against the wages of the employee, provided that no charge shall be made in respect of reasonable wear and tear.

33 - OLD OR INFIRM EMPLOYEES

Notwithstanding anything elsewhere provided in this Award old or infirm employees may be employed and paid rates lower than prescribed by this Award but only by written agreement between the employer, the Branch Secretary and the employee. Any disagreement as to the rate paid shall be referred to the Commission for determination. Any agreed rate shall be reviewed by the parties every twelve months.

34 - EXAMINATION BOARD - SURVEYS

The Board shall be responsible for the oral examination and classification of Survey Hands, and shall issue a certificate to Survey Hands.

Each Survey Hand at present engaged in any Department shall be examined by the Board and a certificate issued.

34 - Examination board - surveys - contd

The certificate shall be a document duly signed by a member of the Board, which shall certify the classification of the Survey Hand, and contain a record of service. The record of service shall be endorsed on the certificate by the Engineer, Surveyor, Field Assistant, or Field Supervisor in charge of the survey party and duly signed.

The oral examination of a Survey Hand may be carried out by each professional department nominee within his particular department, and such nominee will make his recommendation to the Board through the executive chief of his department.

When a Survey Hand is dissatisfied with the decision of the examining Engineer, Surveyor, etc., he may appeal to the Board through the executive chief of his department.

The Board may delegate all or any authority to its nominees to do any of the aforesaid things.

35 - FIRE SERVICE PROVISIONS - FORESTS DEPARTMENT

Notwithstanding any provisions contained elsewhere in this Award, any employee may be called upon to carry out or assist in prescribed burning, fire suppression and mopping up at any time and the conditions governing such service shall be as follows:

Retention of classification

(a) An employee shall retain the classification upon which he was employed immediately prior to being called upon to carry out fire service.

Mixed functions

(b) Where an employee is required to do, and does on any one day for a time exceeding two hours in the aggregate work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

In all other cases where an employee does more than one class of work he shall be paid for each class proportionately to the time he works thereat.

Note: Chain saw operators shall receive a special loading of \$1.04 per hour or part thereof whilst actually using the chain saw on fire service.

Normal hours of work

(c) The weekly total of hours on ordinary time shall not exceed 38 per week to be worked eight hours per day, Monday to Friday inclusive, between the hours of 7.00 a.m. and 6.00 p.m.

Minimum payments

(d) On each occasion that an employee is required to carry out fire fighting duties outside of ordinary hours he shall be paid a minimum of four hours at the appropriate rate, except when fire fighting duties continue on after the completion of normal hours of work.

35 - Fire service provisions - Forests Department - contd

Emergency period

(e) In order to allow the employer an opportunity to organize his resources there shall be an emergency period extending from the time of despatch of the first crew to the fire until 12 noon on the following day.

Provided that in the case of fires outside boundaries of State Forest or timber reserves under the Forests Act the emergency period shall extend from the time of despatch of the first suppression crew to the fire until 12 noon on the following day.

Rest period

(f) Except during the prescribed emergency period an employee shall receive a minimum rest period of eight consecutive hours off duty between his engagement on two successive work periods. If an employee is required to remain on duty for a work period in excess of sixteen hours he shall at the conclusion of such work period be entitled to be paid eight hours at ordinary rates as a paid rest period. After a rest period of a minimum of ten hours a new work period shall be deemed to commence.

For the purpose of this clause all time spent by the employee travelling from his home to the depot and return shall not be deemed as part of the work period.

Overtime

(g) All time worked outside of ordinary hours on any Monday to Friday shall be paid at the rate of time and one half for the first two hours and double time thereafter.

Provided that the wage rate shall revert to ordinary time when the employee has received a rest period of ten hours.

Saturday work

(h) All time worked by an employee on a Saturday shall be paid for at the rate of time and one half for the first two hours and double time thereafter.

Sunday work

(i) All time worked by an employee on a Sunday shall be paid for at double the ordinary prescribed rate.

Holiday work (leave reserved)

- (j) (i) If an employee (other than an employee held on detention) is required to work on a holiday he shall be paid for the time worked at the rate of double time and one half. Provided that in lieu of the foregoing provisions of this paragraph and subject to agreement between the employer and the employee, work done on any day prescribed as a holiday under this Award shall be paid for at the rate of time and a half and the employee shall, in addition, be allowed a day's leave with pay to be taken at some subsequent date if the employer so agrees.

35 - Fire service provisions - Forests Department (j) - contd

- (ii) Any employee required to be on detention on a public holiday and who is subsequently required to work on such a day shall be paid for time worked at the rate of double time and one half.

Travelling time

- (k) All time spent by an employee in proceeding to and from a bush fire at the direction of the employer shall be deemed to be time worked.

Meal intervals

- (l) All meal intervals not exceeding 45 minutes duration shall be counted as time worked.

Provisions of meals

- (m) Except during the emergency period, the employer shall provide the usual three meals per day where gangs are operating remote from their headquarters and cannot be returned to their normal place of abode for the rest period; provided that where an employee is required to work at night the employer shall supply suitable provisions at reasonable intervals as agreed between the Union and the employer.

During the prescribed emergency period the employee shall be provided with supplementary rations by the employer. All food supplied by the employer shall be free of charge.

Resumption of normal duties

- (n) Each employee who has been engaged on fire fighting work for a period in excess of eight hours shall be entitled upon the cessation of such work and prior to the resumption of his normal duties to a clear break of eight hours without loss of pay for recognised working time occurring during such breaks.

Detention allowance (leave reserved)

- (o) During the fire season any employee may be required, during weekends and public holidays or during the period from knock-off time in any shift to the starting time in the next successive shift, to hold himself available in reasonable proximity to his house or at such other place as is acceptable to the Forester in Charge, in readiness for an immediate call to work should an outbreak of fire occur.

Employees required to be on standby shall be notified prior to the ordinary ceasing time (5.00 p.m.) of a normal working day. An employee required to standby shall be paid a detention allowance of \$3.44 per hour. Provided that where an employee is advised that he is required for standby on a Saturday, Sunday or public holiday, a minimum payment (eight hours) \$27.52 per day shall be made. Provided that if the employee is called from standby to perform fire service he shall be paid detention rates for the time spend on standby appropriate fire service rate.

Any employee required to be on standby on a public holiday shall, in addition to his detention allowance, be allowed a day's leave with pay to be added to his annual leave, or to be taken at some subsequent date if the employer so agrees.

35 - Fire provisions - Forests Department - contd

Tools and equipment

(p) Fire fighting tools and equipment may be carried on vehicles being used to transport employees provided that such tools and equipment are stowed on the vehicle in such a manner as not to endanger or discomfort the passengers.

36 - DEFINITIONS GENERAL

In this Award the following definitions shall be applied unless special definitions appear in the Departments' wages schedule:

(a) "Air compressor, employee in charge" means an employee in charge of an air compressor, but who may be required to do other work than driving it.

(b) "Capacity" means the maximum load a vehicle is permitted to carry in accordance with the licence issued in connection therewith under the Traffic Act.

(c) "Concrete Finisher" means an employee other than a concrete floater engaged in the hand finishing of concrete or cement work not being a finish in marble, mosaic or terrazzo.

(d) Construction and Maintenance Worker Grade 1 comprehends the following classes of work:

- Axeman (under 30 cm)
- Controlled burning
- Culvert Hand
- Labourers not elsewhere specified
- Maintenance Man, irrigation and drainage - first three months experience
- Metal or Gravel Spreader
- Nursery Hand, Hamel and Dryandra - first six months' experience
- Picking up Man (when working under the direction of the Straight-edge Man)
- Pipe Setters Attendant as defined
- Planters (digging, holing, spot cultivation and planting)
- Pump Attendant
- Rodding out new unused reticulation sewers
- Railway Construction Worker Grade 1
- Stone Pitcher
- Stripping wharf timbers
- Tallyman
- Timberman's Assistant
- Timber Stacker
- Well sinker to a depth of 6 metres

(e) Construction and Maintenance Worker Grade II comprehends the following classes of work:

- Assistant to Leading Maintenance Man
- Batterman or Trimmer
- Bitumen Attendants
- Boatman
- Bookman
- Brush Hand or Spray Operator
- Camp Attendant (Orderly)

36 - Definitions general (e) - contd

Chainman or Survey Hand
Concrete Pile Reinforcement or Mould Assembler
Concrete Sleeve Maker
Crowman
Cut and Cover Man
Cutting or breaking rail
Diamond Drillers Assistant
Dredge Attendant (not mooring or pipe fitting)
Fastener
Fencepost Splitters
Firewood cutters
Flagman
High pruning (Forests)
Jackman
Lavatory Attendant
Leadsman
Leverman
Machine Operators on Tracker or in depot (other than Jackhammerman
or Pneumatic Hammer Operator) Westrail
Mining Timber Cutters
Nursery Hand, Hamel and Dryandra - after six months experience
Picking-up Man (when not working under the direction of the
Straight-edge Man)
Pile Charers and Scrapers
Pipelayer - culverts
Pipelayer - rubber jointed pipes
Platelayer
Puntman in Charge
Railway Construction Worker (Fremantle Port Authority Only)
Reelman
Screeder
Sections Workers (Fremantle Port Authority)
Slingers and Hookman
Squinter rail press
Straight-edge Man
Structural Steel Erectors working on the ground
Timber Cutters
Well Sinkers over a depth of 6 metres or where
explosives are used
Wood borer (compressed air or hydraulic) up to 2.5 cm
Worker Cutting Rail

(f) Construction and Maintenance Worker Grade III comprehends the following classes of work:

Adzeman, hand
Bottom man
Chipper and Scraper of ironwork on-shore
Compressor man in charge as defined
Concretor as defined
Erector rock countour walls
Erecting rock irrigation regulation structures
Fencer as defined
Fisherup with square

36 - Definitions general (f) - contd

Forest Workman with at least six months' experience, is a member of a regular fire gang and in the case of a married man is resident in a departmental house or hut at a home station, married or single men not living in a departmental house or hut may still come within this provision if, in the opinion of the officer in charge, they are living within reasonable proximity of their work.

Hammerman, Gadman or Drillman

Handyman, Storeman

Hydraulics, Materials and Soil Tester

Jack-hammerman or Pneumatic Hammer Operator

Kerb and Gutter Layer

Launch Drivers Assistant

Mooring Attendant (on dredge - including pipe fitting)

Maintenance Man, irrigation and drainage - after three months experience

Man in charge of mechanical plant operating on track or in depot (Westrail)

Nursery Hand - Special

Operator concrete mixing machine - power driven

Operator hand roller vibrator

Operator internal concrete vibrator compactor

Operator mechanical rammer

Operator power saw - non portable

Pine fallers for milling

Powder Monkeys Assistant

Rat Catcher

Reinforcement employee

Scaffold Erector tubular steel

Splicer

Structural Steel Erectors working aloft

Tipman

Wood borer (compressed air or hydraulic)

(g) "Crowman or Hydraulic Punchman" means an employee curing, bending or straightening rails by means of an appliance known as a crow.

(h) "Employee in charge of plant" means:

(i) when two or more employees are employed at the plant at one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or

(ii) an employee who is invested with the superintendence and responsibility or who has to accept superintendence and responsibility over one or more other employees; or

(iii) when he is the only person of his class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he merely assists a fitter or engineer to do such work; or

(iv) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he merely assists a fitter or engineer to do such work.

36 - Definitions general - contd

(i) "Examination Board - Survey" means a departmental board comprising of the Director of Works, Chief Civil Engineer (Westrail), the Surveyor General and the Commissioner of Main Roads or their representative nominees who shall be responsible professional officers.

(j) "Fencer" means an employee erecting fencing with material other than sawn timber such as post and rail or wire fencing.

(k) "Higher Pruner" means an employee pruning trees required to climb a ladder in performing such pruning work (other than Forests Department).

(l) Hydrographic Field Assistant:

Grade 1

1. Must hold a current driving licence.
2. Must be reasonably fit and healthy.
3. Willingness to learn, serve anywhere in the State and live in in camp conditions.

Grade 2

Has at least a minimum of three months experience as Hydrographic Field Assistant Grade 1 plus:

1. The ability to use a wading rod and current meter properly.
2. Elementary knowledge of gauging station maintenance requirements and the ability to carry them out.
3. Reasonable knowledge of bushmanship and safety regulations.
4. Ability to carry out minor maintenance on vehicles including oil changes, etc.

Grade 3

Normally after eighteen months of experience, but not less than twelve months, as Hydrographic Field Assistant Grade 2 or equivalent level, and can demonstrate the following:

1. Ability to assemble for use, check and maintain current metering and sediment sampling equipment.
2. Sound knowledge of gauging station maintenance and the ability to carry it out without direct supervision.
3. The ability to chain accurately, to read maps, survey plans and sketches and to use a compass.
4. Elementary knowledge of techniques used in minor gauging station works, i.e. bush carpentry, mixing and pouring of concrete, etc.
5. Ability to take a water sample correctly, carry out simple chemical analysis and book the results correctly.
6. Show evidence of the ability to control and instruct assistants Grade 1 and 2.

36 - Definitions general (1) - contd

Grade 4

Appointment to this grade is only possible when a position is vacant and the employee has passed the test for the Hydrographic Field Assistant Certificate. Normally eighteen months experience with very minimum of twelve months as a Hydrographic Field Assistant Grade 3 is required. Completion of some units of study towards a Hydrography Certificate Course or equivalent is essential.

The following attributes also have to be demonstrated:

1. Ability to carry out routine visits to gauging stations and meteorological stations.
2. Ability to carry out wading discharge measurements.
3. Ability to observe and report major changes in station control.
4. Ability to carry out minor gauging station construction work.
5. Ability to use and adjust a dumpy level and to book calculate and adjust level readings.
6. Ability to control and instruct lower grades of Hydrographic Field Assistant.

Grade 5

Appointment to this grade is only possible when post is vacant and normally eighteen months experience (with very minimum of twelve months) as Hydrographic Field Assistant Grade 4 is required. Most cases the employee would be expected to have demonstrated his academic application by making progress in the Hydrography Certificate Course to the level of completion of Stage 2. Ability would have to be exhibited with respect to the following:

1. Carrying out travelling discharge measurements.
2. Undertaking of tachymetric survey with a standard instrument.
3. Organising and leading a party without specific direction in a manner to maintain self-sufficiency with respect to job requirements.

(m) Instrument Hands:

1. Provisional Instrument Hand means an employee who is called upon to assist in taking measurements using survey equipment.
2. Instrument Hand means an employee who takes and sets out measurements using survey instruments, who applies corrections to and computes from measurement, who plots the resulting data to scale and who has proven his competency to the Department.
3. Senior Instrument Hand means an employee appointed from Instrument Hand to Senior Instrument Hand position following a minimum of two years active experience on engineering surveys.

36 - Definitions general - contd

- (n) "Live sewer work" means work carried out in situations where there is direct aerial connection with a sewer through which sewage is flowing. Where aerial connection with such sewer is blocked by a disc, plug, water seal or other means the live sewer rate shall not apply.
- (o) "Machine Borer" means an employee who uses machines driven by hydraulic electric, compressed air or other power to bore holes for explosive charges in shaft or trench sinking or tunnelling or quarry operations with hand or machine rigged drills. He must when required decide the best location and depth of holes to be bored with a view to the economy and safety of the operation.
- (p) "Officer in Charge" means the engineer or other officer appointed by the engineer controlling any specific work.
- (q) "Overseer" (Forest Department) shall mean a worker appointed by the employer as such and who works with and is placed in charge of other workers for the purpose of supervising the work and generally exercising control with respect to commencing and finishing work and keeping a record of work performed.
- (r) Pest Control Operation:
 - 1. Qualified Operator Grade 1:
Shall mean an employee who has obtained an "A" Class pass in a Certificate in Pest Control from a technical college and is licensed by the Public Health Department to carry out all forms of pest control, including fumigating and who is engaged in fumigating work.
 - 2. Qualified Operator Grade 2:
Shall mean an employee who has obtained an "A" Class pass in a Certificate in Pest Control from a technical college and is licensed by the Public Health Department and who has had at least 12 months' experience in the industry.
 - 3. Qualified Operator Grade 3:
Shall mean an employee who has obtained a "B" class pass in a Certificate in Pest Control from a technical college and is licensed by the Public Health Department and who has had less than 12 months' experience in the industry.
 - 4. Qualified Operator Grade 4:
Shall mean an employee who has obtained a "A" Class pass in a Certificate in Pest Control from a technical college and is licensed by the Public Health Department and who has had less than 12 months' experience in the industry.
 - 5. Qualified Operator Grade 5:
Shall mean an employee who has obtained a "B" Class pass in a Certificate in Pest Control from a technical college and is licensed by the Public Health Department and who has less than 12 months' experience in the industry.

36 - Definitions general (r) - contd

6. Trainee Operator Grade 1:
Shall mean an employee who has not obtained a Certificate in Pest Control from a technical college and who has had more than three months' experience in the industry.
7. Trainee Operator Grade 2:
Shall mean an employee who has not obtained a Certificate in Pest Control from a technical college and who has had less than three months' experience in the industry.

(s) "Pipe coating machine - employee assisting in plant" means an employee doing preparatory work and ancillary work to pipe coating including scraping, cleaning, fixing transport and spinning rings, etc.

(t) "Scaffolder" means an employee engaged in the work of erecting or altering or dismantling scaffolding (as hereinafter defined) of all types.

(u) "Scaffolding" means scaffolding which is so placed that a person or object falling therefrom could fall a distance of 3 metres or more.

(v) Storeman:

1. Storeman Grade 1:
Means an employee who carries out continuous stores functions of receiving, storing, issuing and recording, packing, marking and generally handling stores coming into or going out of a store, including tools and fuels, chemicals and explosives.

2. Storeman Grade 2:
Means an employee carrying out the duties of a Storeman Grade 1 in a store where no other storeman is employed.

(w) "Senior Storeman" means a Storeman appointed as such by Main Roads Department and Mines Department.

(x) Survey Hands:

- (1) Survey Hand Grade 1:
Means an employee with less than three months' experience in the work of a survey field hand.

- (2) Survey Hand Grade 2:
Means an employee with not less than three months' experience in the work of a survey field hand.

- (3) Survey Hand Grade 3:
Means an employee certificated by the Examination Board (as defined hereunder) on passing the prescribed examination.

(y) Senior Hand - Lands Department:

"Senior Hand, Lands Department" means a worker classed as such by the Surveyor General, and who shall be capable of performing, and who may be called upon to perform, any or all of the field duties in a Lands Department Survey party, including those of a foreman, but who shall not be called upon to use the theodolite, plane table, or dumpy level.

36 - Definitions general - contd

(z) "Vermin and noxious weeds employee" means an employee required to use spray materials, poisons and fumigate for the purpose of controlling vermin or noxious weeds and includes an employee trapping or snaring vermin and exterminating pests.

(aa) "Water Treatment Plant Operator" means an employee who operates and monitors water treatment processes including aerators, chemical dosing, clarifiers, filters and other equipment, monitors the performance of water treatment processes by observing instruments and performing simple tests, keeps process records and reports all faults and process abnormalities.

Assistant on water treatment plant means an employee who assists the operator in carrying out those areas of work deemed necessary.

37 - WAGES

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SECTION 1 - GENERAL

PART 1 - GENERAL WORKERS

A	B	C
\$	\$	\$

(As defined)

Construction and Maintenance Worker Grade I	254.50	257.50	260.60
Construction and Maintenance Worker Grade II	256.50	259.50	262.50
Construction and Maintenance Worker Grade III	272.40	275.40	278.50

PART 2 - CLASSIFIED EMPLOYEES

(i) Wages

The wage payable weekly to adult employees classified in subclause 2 shall be as follows:

	A	B	C
	\$	\$	\$
Group A	272.40	275.40	278.50
Group B	273.30	276.30	279.40
Group C	273.70	276.80	279.80
Group D	275.40	278.50	281.50
Group E	278.60	281.50	283.80
Group F	280.20	283.30	286.30
Group G	280.50	286.60	286.70
Group H	282.40	285.40	288.50
Group I	283.90	287.00	290.00
Group J	284.30	287.30	290.30
Group K	285.00	288.00	291.10
Group L	285.40	288.50	291.50

37 - Wages: Sec 1: Pt 2(i) - contd

Group M	287.40	290.40	293.50
Group N	289.00	292.10	294.90
Group O	291.60	294.70	297.70
Group P	294.80	297.80	300.80
Group Q	295.30	298.40	301.40
Group R	296.40	299.50	302.50
Group S	300.60	303.70	306.70
Group T	302.30		
Group U	305.30	309.60	313.20
Group V	309.90	314.10	317.80
Group W	312.80	317.10	320.70

(ii) Classification

Assistant Leading Maintenance Man	A
Assistant on Water Treatment Plant	D
Axeman/Faller falling for Milling Purposes	K
Axeman Felling Hardwood timber for Construction Purposes	B
Bitumen Tanker Attendant	B
Bitumen Tanker Attendant in Charge	D
Bitumen Tanker Attendant and Cockerill Spreader Operator (MRD)	L
Bitumen Tanker Attendant in Charge (MRD)	O
Bitumen Sprayer Operator (MRD)	Q
Bitumen Sprayer Driver (MRD)	S
Broad Axeman	P
Chipper and Scrapers - Compressed Air	D
Concrete Finisher (as defined)	H
Concrete Weight Batching Operator Non Portable	H
Controller, Irrigation and Drainage	I
Driller Deep Bore under Supervision	F
Drill Sharpener	F
Diamond Driller	M
Driller Deep Bore not under Supervision	M
General Sewerage and Maintenance Man	D
Grabman in Charge	F
Hoist or Winch Driver	H
Loader, Slinger and Hookmen	B
Leading Maintenance Man Water Supply/Sewerage	W
Marking Pine Trees for High Pruning and Tree Felling	C
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Man Hole builder	H
Machine Borer - Drilling and Blasting Plant	K
Operator Road Cleaner above 50 kw brake power	R
Patrolman Irrigation	B
Powder Monkey	H
Pipe Joiner (Sewerage and Drainage)	B
Pump Attendant (Motor) On Pumps	B
Pumpcrete Operator up to and including 150 mm first 6 months' experience	B
Power Driven Portable Saw Operator	C
Pipe Layer Pressure mains (as defined)	F
Protective Treatment Operator (Marine)	U
Pumpcrete Operator as Defined up to and including 150 mm after 6 months' experience	F

37 - Wages: Sec 1: Pt 2(ii) - contd

Precoating Machine Operator	G
Protective Treatment Operator	U
Pipe Setter Concrete, Stoneware and Earthenware Pipes	K
Pipe Layer Gravity Mains (as defined)	K
Pumpcrete Operator as Defined over 150 mm after 6 months' experience	M
Rock Drill Machine Man	D
Rigger and Splicer	M
Road Liner Operator and Road Marker	Q
Road Lining Driver	S
Saw Sharpener	F
Sanitary Man	F
Senior Storemen (MRD and Mines)	U
Service Layer (Water Supply Construction)	D
Squinter - Plate Laying Gang	F
Steel Fixer (Including when tack Welding)	H
Storeman Grade I (as defined)	J
Storeman Grade II (as defined)	N
Timberman working at a depth of 1.8 metres	C
Trowel Hand or Renderer	H
Timberman	K
Timberman timbering in trenches immediately behind power excavator	K
Timberman working at a depth over 6 metres	K
Truck Examiners	L
Unwatering Trenches or Excavations including Attendant during Lunch Hour	B
Vermin and Noxious Weeds Employee (as defined)	C
Water Treatment Operator less than 6 months' service	T
Water Treatment Plant Operator more than 6 months' service	V

PART 3 - DRILLING AND BLASTING PLANT

	A	B	C
	\$	\$	\$
Man in Charge	312.00	316.20	319.90
Machine borer as defined	285.00	288.00	291.10
Attendant	272.40	275.40	278.50

PART 4 - PILE DRIVING

(1) Wood pile driving from or based plant in protected waters

(a) Man in Charge	287.40	290.40	293.50
(b) Top Man	275.30	278.40	281.40
(c) Pile Frame Hand	272.40	275.40	278.50

(2) Steel or concrete pile driving under conditions or wood pile driving from floating plant in exposed waters

(a) Man in Charge	312.00	316.20	319.90
(b) Top Man	280.10	283.20	286.20
(c) Pile Frame Hand	275.30	278.40	281.40

37 - Wages: Sec 1: Pt 4 - contd

	A	B	C
	\$	\$	\$
(3) Irrigation and Drainage			
(a) Pile Frame Hand	256.30	259.40	262.50
(b) Top Man	272.50	275.60	278.60

PART 5 - SURVEY EMPLOYEES

(i) Surveys (other than drilling)			
(a) Survey Hand - Grade I (as defined)	254.50	257.50	261.20
(b) Survey Hand - Grade II (as defined)	256.50	259.50	262.50
(c) Survey Hand - Grade III (as defined)	273.70	276.80	279.80
(d) Echo Sounding Machine Operator Senior Hand - other than Lands Dept	287.90	291.00	294.00
(e) Provisional Instrument Hand (as defined)	280.30	283.40	286.30
(f) Senior Hand - Lands Department (as defined) Instrument hand - other than Lands Department (as defined)	290.90	293.90	297.00
(g) Senior Instrument Hand - other than Lands Department	307.70	312.00	315.60
(h) An employee required to drive a motor vehicle shall be paid \$1.10 extra per day whilst so employed. Such employee shall not be required to carry out motor vehicle repairs other than those necessary to keep a vehicle in running order.			

(ii) Hydrographic Field Assistants

	\$	\$	\$
Grade 1 (as defined)	254.40	257.40	260.50
Grade 2 (as defined)	256.30	259.40	262.40
Grade 3 (as defined)	280.20	276.80	296.10
Grade 4 (as defined)	290.90	293.90	297.00
Grade 5 (as defined)	307.50	311.70	315.40

(iii) Investigational Drilling Surveys (P.W.D. and MRD)

Driller A	314.70	318.90	322.60
Driller B	310.30	314.60	318.20
Driller C	306.10	310.30	314.00
Driller D	301.70	305.90	309.70
Driller E	297.40	301.60	305.30
Trainee Driller	280.20	283.30	286.30
Driller's Assistant	256.40	259.40	262.40

37 - Wages: Sec 1: Pt 5 - contd

(iv) Investigational Drilling Surveys (Other than P.W.D.)

	A	B	C			
	\$	\$	\$	\$	\$	\$
(1) Leading Drillers	294.00	297.10	300.10	314.70	318.90	322.60
(2) Drillers	287.70	290.80	293.80	308.40	312.70	316.40
(3) Trainee Drillers	280.10	283.20	286.90			
(4) Drillers Assistant	256.50	259.50	265.50			

The wages to be paid within the range in Classifications (1) and (2) to be determined by the employer.

PART 6 - LEADING HANDS, GANGERS AND FOREMEN

(i) Leading Hands appointed as such shall be paid the allowance prescribed in subclause 38(b) in addition to their classified rate of wage.

(ii) Gangers appointed as such by the employer shall be paid in accordance with the following grades:

	\$	\$	\$
Grade 5	297.40	300.40	303.50
Grade 4	310.30	314.60	318.20
Grade 3	313.90	318.10	321.80
Grade 2	317.90	322.20	325.80
Grade 1	322.30	326.50	330.20
Special	325.80	330.10	333.70

Ganger (Westrail):

(a) Platelaying and lifting	322.30	326.50	330.20
(b) Ballast	317.90	322.20	325.80

(iii) Overseer - Forestry
(as defined) 322.30 326.50 330.20

(iv) Foremen

Sub Foreman (M.R.D.)	335.60	339.90	343.50
Grade 5	349.30	354.00	359.00
Grade 4	363.60	369.00	373.40
Grade 3	378.40	383.10	387.80
Grade 2	392.80	397.60	402.30
Grade 1	407.30	412.80	416.90

The above rate is inclusive of an allowance to compensate for the additional time usually and necessarily worked as part of their ordinary duties prior to and after the normal starting time and finishing time.

PART 7 - MOTOR TRANSPORT OPERATORS

(i) Drivers of motor vehicles:	\$	\$	\$
Not exceeding 1.2 tonnes capacity	288.40	291.40	294.50
Exceeding 1.2 tonnes but not exceeding 3 tonnes capacity	291.60	294.70	297.70

37 - Wages: Sec 1: Pt 7(i) - contd

	\$	\$	\$
Exceeding 3 tonnes but under 6 tonnes capacity	295.60	298.70	301.70
6 tonnes and over but under 7 tonnes	296.30	299.40	302.40
7 tonnes and over but under 8 tonnes	297.20	300.20	303.20
8 tonnes and over but under 9 tonnes	297.80	300.80	303.90
9 tonnes and over but under 10 tonnes	298.40	301.40	304.50
10 tonnes and over but under 11 tonnes	299.30	302.30	305.30
11 tonnes and over but under 12 tonnes	300.00	303.00	306.10
12 tonnes and over but under 13 tonnes	300.50	303.60	306.60
13 tonnes and over but under 14 tonnes	301.50	304.60	307.60
14 tonnes and over but under 15 tonnes	302.30	305.30	308.30
15 tonnes and over but under 16 tonnes	312.40	316.60	320.30
16 tonnes and over but under 17 tonnes	313.00	317.30	320.90
17 tonnes and over but under 18 tonnes	313.40	317.70	321.40
18 tonnes and over but under 19 tonnes	314.60	318.80	322.50
19 tonnes and over but under 20 tonnes	315.20	319.50	323.10
20 tonnes and over but under 21 tonnes	315.70	320.00	323.60
21 tonnes and over but under 22 tonnes	316.40	321.10	324.30
22 tonnes and over but under 23 tonnes	317.00	321.70	324.90
23 tonnes and over but under 24 tonnes	317.70	322.10	325.70
24 tonnes and over but under 25 tonnes	319.30	323.00	326.70
25 tonnes and over	320.40	324.10	327.90

Driver of motor vehicle (not being tractor) drawing a trailer. For a loaded single-axle trailer \$1.22 per day extra, or for any empty single-axle trailer 69 cents per day extra. For any other loaded trailers \$1.57 per day extra, or for any other empty trailer 86 cents per day extra.

(ii) Driver of articulated vehicle:	"A" \$	"B" \$	"C" \$
Not exceeding 9 tonnes capacity	301.60	304.70	307.70
9 tonnes and over but under 10 tonnes	302.60	305.60	308.70
10 tonnes and over but under 11 tonnes	303.00	306.10	309.10
11 tonnes and over but under 12 tonnes	313.10	317.40	321.00
12 tonnes and over but under 13 tonnes	314.20	318.40	322.20
13 tonnes and over but under 14 tonnes	315.20	319.50	323.10
14 tonnes and over but under 15 tonnes	315.50	319.80	323.40
15 tonnes and over but under 16 tonnes	315.90	320.20	323.90
16 tonnes and over but under 17 tonnes	316.40	320.60	324.30
17 tonnes and over but under 18 tonnes	317.70	321.90	325.60
18 tonnes and over but under 19 tonnes	318.00	322.30	325.90
19 tonnes and over but under 20 tonnes	318.80	323.00	326.70
20 tonnes and over but under 21 tonnes	319.30	323.50	327.30
21 tonnes and over but under 22 tonnes	320.10	324.30	328.00
22 tonnes and over but under 23 tonnes	320.90	325.20	328.90
23 tonnes and over but under 24 tonnes	321.30	325.50	329.20
24 tonnes and over but under 25 tonnes	321.80	326.00	329.80
25 tonnes and over but under 26 tonnes	322.60	326.80	330.50
26 tonnes and over but under 27 tonnes	323.50	327.80	331.50
27 tonnes and over but under 28 tonnes	324.20	328.40	332.10
28 tonnes and over but under 29 tonnes	324.60	328.70	332.50
29 tonnes and over but under 30 tonnes	325.20	329.40	333.10
30 tonnes and over but under 31 tonnes	326.20	333.50	334.20
31 tonnes and over but under 32 tonnes	326.80	331.00	334.80
32 tonnes and over but under 33 tonnes	327.50	331.70	335.40
33 tonnes and over	328.20	332.50	336.10

37 - Wages: Sec 1: Pt 7 - contd

	\$	\$	\$
(iii) Driver of machinery float:			
Not exceeding 9 tonnes capacity	314.50	318.70	322.40
9 tonnes and over but under 10 tonnes	314.80	319.00	322.70
10 tonnes and over but under 11 tonnes	315.60	319.90	323.50
11 tonnes and over but under 12 tonnes	316.00	320.30	324.00
12 tonnes and over but under 13 tonnes	316.60	320.80	324.60
13 tonnes and over but under 14 tonnes	317.80	322.10	325.70
14 tonnes and over but under 15 tonnes	318.30	322.60	326.20
15 tonnes and over but under 16 tonnes	319.00	323.20	326.90
16 tonnes and over but under 17 tonnes	319.50	323.60	327.40
17 tonnes and over but under 18 tonnes	320.40	324.70	328.30
18 tonnes and over but under 19 tonnes	321.00	325.30	329.00
19 tonnes and over but under 20 tonnes	321.50	325.70	329.40
20 tonnes and over but under 21 tonnes	322.20	326.40	330.10
21 tonnes and over but under 22 tonnes	323.20	327.50	331.10
22 tonnes and over but under 23 tonnes	323.80	328.00	331.70
23 tonnes and over but under 24 tonnes	324.30	328.50	332.30
24 tonnes and over but under 25 tonnes	325.00	329.20	332.90
25 tonnes and over but under 26 tonnes	325.40	329.70	333.30
26 tonnes and over but under 27 tonnes	326.50	330.70	334.40
27 tonnes and over but under 28 tonnes	327.20	331.40	335.10
28 tonnes and over but under 29 tonnes	327.80	332.00	335.70
29 tonnes and over but under 30 tonnes	328.30	332.60	336.20
30 tonnes and over but under 31 tonnes	329.10	333.30	337.00
31 tonnes and over but under 32 tonnes	329.90	334.10	337.80
32 tonnes and over but under 33 tonnes	330.40	334.70	338.30
33 tonnes and over	331.20	335.50	339.20
64 tonnes and over but under 65 tonnes	351.20	355.50	359.10

(iv) An employee who, in the course of his employment, drives a vehicle with self-loading equipment which requires the possession of a certificate of competency shall be paid an extra \$1.32 per day.

(v) Driver of fork-lift			
Up to and including 4500 kgs	294.50	297.50	300.50
Over 4500 kgs	297.60	300.60	303.70
(vi) Road Cleaner Operator (MRD)	296.40	299.50	302.50
Operator Road Cleaner above 50 kw brake power			

PART 8 - MECHANICAL EQUIPMENT

	"A" \$	"B" \$	"C" \$
Group 1	275.60	278.60	281.70
(a) Operator lance type hand sprayer			
(b) Operator aggregate dryer			
(c) Operator pre-mix drag spreader			
(d) Operator aggregate belt spreader			
(e) Operator of joint inserting machine			
(f) Operator concrete spray curing machine self propelled.			

37 - Wages: Sec 1: Pt 8 - contd

	\$	\$	\$
(g) Operator pneumatic tyred tractor without power operated attachments, up to and including 15 kw net engine power.			
Group 2	280.00	283.00	286.10
(a) Operator crawler tractor without power operated attachments up to and including class M4.			
(b) Operator crawler tractor with power operated attachments up to and including class M2.			
(c) Operator pneumatic tyred tractor without power operated attachments above 15 kw up to and including 60 kw net engine power (this includes tractor tilting or one man hitch trailer).			
(d) Operator pneumatic tyred tractor with power operated attachments, up to and including 15 kw net engine power.			
(e) Operator rear and bottom dump up to and including 2 cubic metres struck capacity.			
(f) Operator back hoe self powered (not self propelled).			
(g) Operator roller powered, under 8 tonnes.			
(h) Operator roller powered, vibrating under 4 tonnes.			
(i) Operator trenching machine of the small Ditch-Witch type.			
(j) Operator bitumen sprayer.			
(k) Screed operator asphalt power			
(l) Mixer Operator, asphalt plant (capacity of less than 10 tonnes hot mix per hour).			
(m) Operator concrete spreader, powered, self propelled.			
(n) Operator concrete finisher, powered			
(o) Operator concrete finisher, powered, hand propelled.			
(p) Second driver-navvy and dragline or dredge type excavator.			
Group 3	286.80	289.80	292.80
(a) Operator crawler tractor without power operated attachments Class M5 up to and including Class M10.			
(b) Operator crawler tractor with power operated attachments Class M3 up to and including Class M5.			

37 - Wages: Sec 1: Pt 8 - contd

	\$	\$	\$
(c) Operator pneumatic tyred tractor with power operated attachments above 15 kw up to and including 60 kw net engine power (not including tilting or one man hitch trailer).			
(e) Operator drawn grader.			
(f) Operator trenching machine, chain type up to and including 1.5 metres depth or up to and including 300 mm width.			
(g) Operator pile driver (power operated winch).			
(h) Operator rear and bottom dump of capacity greater than 2 cubic metres struck, up to and including 15 cubic metres struck.			
(i) Driver of bitumen sprayer.			
(j) Operator asphalt paver.			
(k) Mixer operator, asphalt plant (capacity of more than 10 tonnes of hot mix per hour).			
(l) Operator of concrete paver.			
(m) Operator roadroller, powered, 8 tonnes and up to 25 tonnes.			
(n) Operator roadroller powered vibrating 4 tonnes and over.			
(o) Operator crawler loader up to and including 5000 kg. mass (see note 3).			
(p) Operator pneumatic tyred loader up to and including 30 kw. net engine power.			
Group 4	294.00	297.10	300.10
(a) Operator crawler tractor without power operated attachments above Class M10 up to and including Class M30.			
(b) Operator crawler tractor with power operated attachments Class M5 up to and including Class M15.			
(c) Operator grader power operated, below 35 kw net engine power.			
(d) Operator trenching machine ladder type, depth greater than 1.5 metres up to 2.4 metres and width above 300 mm. up to 450 mm. and bucket wheel trencher with equivalent capacity in cubic metres per hour.			
(e) Operator pneumatic tyred tractor with power operated attachments above 60 kw up to and including 150 kw net engine power.			
(f) Operator self powered scraper up to and including 10 cubic metres struck capacity.			

37 - Wages: Sec 1: Pt 8 - contd

	\$	\$	\$
(g) Operator rear and bottom dump exceeding 15 cubic metres struck capacity up to and including 30 cubic metres			
(h) Operator pneumatic tyred tractor without power operated attachments above 150 kw up to and including 500 kw net engine power.			
(i) Operator crawler loader above 5000 kg mass up to and including 15000 kg mass (see note 3).			
(j) Operator pneumatic tyred loader above 30 kw up to and including 105 kw net engine power.			
(k) Operator road roller powered over 25 tonnes.			
Group 5	307.50	311.70	315.40
(a) Operator crawler tractor with power operated attachments above Class M15 up to and including Class M30.			
(b) Operator grader power operated 35 kw up to and including 70 kw net engine power inclusive.			
(c) Operator pneumatic tyred tractor with power operated attachments above 150 kw up to and including 500 kw net engine power.			
(d) Operator self powered scraper above 10 cubic metres struck capacity up to and including 20 cubic metres struck capacity.			
(e) Operator trenching machine ladder type greater than 2.4 metres depth and minimum 450 mm width and bucket wheel trencher equivalent in cubic metres per hour.			
(f) Operator rear and bottom dump above 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity.			
(g) Operator crawler loader above 15000 kg mass up to and including 30000 kg mass (see Note 3).			
(h) Operator pneumatic tyred loader over 105 kw up to and including 200 kw net engine power.			
Group 6	313.10	317.40	321.00
(a) Operator grader power operated above 75 kw up to and including 190 kw net engine power.			
(b) Operator pneumatic tyred loader above 200 kw up to and including 500 kw net engine power.			

37 - Wages: Sec 1: Pt 8 - contd

- (c) Operator excavator above 2.25 cubic metres.
- (d) Operator Marine Harvester (Peel Inlet Authority)

"Special Class Operator" means an operator who has been issued with a certificate by the Main Roads Department. The decision as to the requirements of the issue of the certificate shall be the prerogative of the Main Roads Department and the Department shall have the right to revoke such certificate at any time.

1. NOTE: Tractors are classified in accordance with the proposed Australian Standard - see A.S. 1451 Metric Classfications for Tractors, by weight as follows:

Class	Over	Shipping mass (kg) up to and Including
M2	-	2000
M3	2000	3000
M4	3000	4000
M5	4000	5000
M7	5000	7000
M10	7000	10000
M15	10000	15000
M20	15000	20000
M25	20000	25000
M30	25000	30000
M35	30000	35000
M40	35000	40000
M50	40000	50000

- 2. The classification of pneumatic tyred tractors and pneumatic tyred loaders are based on the proposed Australian Standard for Metric Tractor Classification.
- 3. Crawler Tractor front-end loaders are to be classified by using the mass of the tractor, including the loader attachment in lieu of the bare shipping mass.
- 4. Self propelled rollers are classified by mass complete, including maximum ballast.
- 5. Mobile cranes constructed as an attachment to or modification of a tractor fall into the appropriate group for the tractor with power operated attachments.
- 6. Tractors without power operated attachments include tractors:
 - (a) with power operated attachments not in use, and
 - (b) with items which, although they have a power unit of their own are not controlled by the operator of the tractor except for starting and stopping (For example - Drawn vibrating roller).
- 7. Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.

37 - Wages: Sec 1: Pt 8 - contd

8. Reference to bituminous surfacing equipment or materials includes tar, sprayed work and hot mix work.
9. "Road Cleaner" includes Water Flusher Driver, Street Cleaning Machine Operator and Auto Educator Driver. The brake power referred to in this part for Road Cleaners shall relate only to the prime motive engine of the vehicle.

PART 9 - MOBILE CRANE DRIVERS

	A	B	C
	\$	\$	\$
Up to 8 tonnes	291.00	294.00	297.10
in excess of 8 tonnes and not exceeding 15 tonnes	295.50	298.60	301.60
in excess of 15 tonnes and not exceeding 40 tonnes	310.00	314.20	317.90
in excess of 40 tonnes and not exceeding 80 tonnes	314.20	318.40	322.20
in excess of 80 tonnes and not exceeding 100 tonnes	317.70	321.90	325.60
in excess of 100 tonnes and not exceeding 140 tonnes	322.70	326.90	330.60
in excess of 140 tonnes and not exceeding 180 tonnes	329.60	333.70	337.50
in excess of 180 tonnes and not exceeding 220 tonnes	337.80	342.00	345.70
in excess of 220 tonnes	349.50	353.70	357.50

PART 10 - COOKHOUSE PERSONNEL

1. Cookhouse personnel shall be engaged by the week and shall be paid the wage rate and loading prescribed hereunder for this classification:

	\$	\$	\$
(a) Head Cook wage per week			
Base	319.20	322.30	325.30
Broken work allowance	7.40	7.40	7.40
(b) Assistant Cook wage per week			
Base	309.50	312.60	315.60
Broken work allowance	6.10	6.10	6.10
(c) Cook's Offsider wage per week			
Base	304.20	307.20	310.20
Broken work allowance	5.50	5.50	5.50

PART 11 - SPECIAL CLASS OPERATOR (MRD)

A certificated special class operator shall be paid in addition to his weekly classified rate an allowance of \$5.20 per week for all purposes of the Award.

37 - Wages: Sec 1 - contd

PART 12 - WATERMEN - IRRIGATION

Rate of Pay	"A" \$	"B" \$	"C" \$
(1) Rate of Pay:			
Senior Waterman	326.20	330.50	334.20
Leading Hand Waterman	294.80	297.80	300.80
Waterman	283.90	287.00	290.00
Trainee Waterman	256.40	259.40	262.40

Hours

- (2) (a) Employees in this part employed during the irrigation season shall be paid in addition to the rates of pay prescribed in this part, six hours calculated at time and one-half and ten hours calculated at double time. Such total amounts shall be the weekly wage to cover all work on the seven days of the week.
- (b) (i) Employees in this part employed outside the irrigation season shall be paid the rate of pay prescribed in this part. Such total amount shall be the weekly wage to cover work done during the ordinary hours.
- (ii) For the purpose of this provision "Ordinary Hours" means 38 per week to be worked eight hours continuously per day, except for meal breaks Monday to Friday inclusive.
- (c) "Irrigation season" means the period during which the employer considers it necessary to maintain high level irrigation and it may vary with the season and district.

Annual leave and public holidays

- (3) (a) Employees in this part shall be entitled to the leave and to such public holidays as are in this Award which fall in the irrigation season at the appropriate total weekly wage prescribed in subclause (1) of this part and to such other holidays prescribed by this award as falls outside the irrigation season at the rate of pay the employee is then receiving.
- (b) Employees in this part shall be entitled to an additional one day's leave for each completed month of service during the irrigation season up to a maximum for each five days in any one year.
- (c) The leave prescribed in the preceding paragraphs shall be taken at a time convenient to the employer.

SECTION 2 - DIVERS AND TENDERS

Employees of Government Departments engaged in Diving and Tendering whose classifications and wage rates are not prescribed in Section 1 of this Schedule, shall be paid the following wage rates for their classification.

37 - Wages: Sec 2 - contd

"A"	"B"	"C"
\$	\$	\$

PART 1 - CLASSIFICATIONS

- | | | | |
|--|--------|--------|--------|
| (a) Diving Supervisor - shall be paid p.w. | 397.90 | 402.20 | 405.80 |
|--|--------|--------|--------|

Diving Supervisor - shall mean an employee appointed as such by the employer and who will be required to instruct other divers in diving techniques and practices. He will be responsible for all diving equipment used and will be required to carry out all classes of diving and shall be responsible to an officer nominated by the employer.

- | | | | |
|---|-------|-------|-------|
| (b) Divers when diving shall be paid at the following rate per shift: | 76.76 | 77.62 | 78.34 |
|---|-------|-------|-------|

A Diver, when doing work other than diving shall be paid the appropriate rate prescribed in Section 1 of this Schedule, provided that where such work is less than "A" \$292.20, "B" \$296.60 and "C" \$300.50 he shall be paid as a retaining allowance an amount as will increase the weekly rate of wage to "A" \$292.20, "B" \$296.60 and "C" \$300.50.

- | | | | |
|--|-------|-------|-------|
| (c) A tender when attending a diver shall be paid at the following rate per shift: | 62.56 | 63.18 | 63.80 |
|--|-------|-------|-------|

A tender, when doing work other than attending a diver shall be paid the appropriate rate prescribed in Section 5 of this Schedule, provided such work is less than "A" \$254.50, "B" \$257.50 and "C" \$260.60 shall be paid as a retaining allowance such an amount as will increase the weekly rate of wage to "A" \$254.50, "B" \$257.50 and "C" \$260.60.

- (2) Divers and tenders shall be entitled to the amount provided respectively for a shift even though the diver only takes one dip during the course of the shift. Provided that divers and tenders shall, if required, perform any other duties in addition to diving and tending in order to complete the full shift without any addition to the rate herein prescribed.

37 - Wages: Sec 2 - contd

PART 2 - SPECIAL CONDITIONS

- (1) All manually operated air pumps shall be manned with two pumpers and the diver shall have the right to select one of the two men thus employed.
- (2) The Diver shall select his own Tender.
- (3) The diving gear whether in or out of use shall not be interfered with except by the Diver or his Tender.

PART 3 - HOURS

Notwithstanding any other provision in this award the following shall apply to Divers and Tenders.

The ordinary hours prescribed in clause 9 of this Award shall, in the case of Divers and Tenders consist of six hours' diving, a rest period of half an hour each forenoon and afternoon and one hour for dressing, undressing, preparing and returning gear in each shift.

PART 4 - OVERTIME:

Notwithstanding any other provision in this Award the following shall apply to Divers and Tenders:

- (a) If a Diver or Tender is required to work after the expiration of his customary working time for the day and after he has left work for the day:
 - (i) between 5.00 p.m. and midnight he shall be paid a shift and a half for a shift or part thereof; or
 - (ii) between midnight and the usual starting time he shall be paid a double shift for a shift or part thereof.
- (b) If a Diver or Tender is required to work on a Saturday he shall be paid a shift and a half for the shift or part thereof up to noon but should the work continue beyond that hour or should the shift commence at or after that hour he shall be paid a double shift for the whole of the shift.
- (c) If a Diver or Tender is required to work on a Sunday he shall be paid a double shift for the shift or part thereof.
- (d) The maximum amount of actual diving in any one shift shall be six hours.

SECTION 3 - FORESTRY DEPARTMENT

PART 1 - LOOKOUT MAN

- (a) Employees detailed to work on lookout towers shall receive for each hour so worked the following hourly rates of pay which are inclusive of the industry allowance. All times referred to in this part shall mean Western Standard time.

37 - Wages: Sec 3: Pt 1 - contd

- (i) Workers on Grade 2 - general employees
rates of pay:

	"A" \$	"B" \$	"C" \$
Monday to Friday per hour	7.07	7.15	7.23
Saturday per hour	10.60	10.72	10.84
Sunday per hour	14.14	14.30	14.46
Holiday per hour	17.67	17.87	18.07

- (ii) Workers on Grade 3 - general employees

Monday to Friday per hour	7.49	7.57	7.66
Saturday per hour	11.23	11.35	11.49
Sunday per hour	14.98	15.14	15.32
Holiday per hour	18.72	18.92	19.15

- (iii) Except as provided in paragraph (ii) of subclause (b) workers detailed to work on lookout towers shall be paid a minimum of three hours at the appropriate hourly rate for each engagement to work.

- (b) Overtime:

- (i) Except as provided in paragraph (ii) hours worked prior to 9.00 a.m. and subsequent to 6.00 p.m. or in excess of eight hours on any day Monday to Saturday shall be paid for at the rate of time and one half for the first two hours and double time thereafter at the applicable Monday to Friday rate.
- (ii) Lookout men who camp at the site of the tower and who are required to make observations and reports at 6.00 a.m., 7.00 a.m. or 8.00 a.m. and/or 8.00 p.m. shall not be subject to overtime payments in respect of those specified observations and reports. Payment for each such observation and report shall be at the rate of 20 minutes at the appropriate daily prescribed hourly rate.

- (c) Application of the provisions of this Award:

Except as to clauses 7, 9, 10 and subclause 13(b) of this Award all other clauses have application.

PART 2 - PIECE-WORK

- (i) The rate of payment for any system of piece-work shall be fixed on the basis that it shall be sufficient to yield to an employee of average capacity for a full week's work of the ordinary hours at least 10 per cent above the minimum time rate of pay as prescribed herein for such week's work. Provided that where an employee works part of a full week at piece-work rates and part at time rates, he shall be paid so much as he is entitled to receive under piece-work rates, plus the proportionate amount which he is entitled to receive under this Award at time rates of pay.

37 - Wages: Sec 3: Pt 2 - contd

(ii) All disputes between the employer and employee, or between the employer and the Union as to any matters relating to payment by results, including any questions as to whether the rates or prices are properly based on the capacity of an average employee, plus 10 per cent, aforesaid, and as to the extension of any system of payment by results by the employer to employees shall, in default of agreement between the employer and the Union, be referred to the Commission.

(iii) As far as reasonably practicable, the provisions of this Award relating to accommodation, camp allowance and holiday pay, fares, accident pay, transportation, medicine chest, water supply, stores, sanitary service, and preference shall apply to piece-workers. Camp allowance and holiday pay shall only be payable when the officer in charge is satisfied that the piece-worker has qualified for such payments.

SECTION 4 - VERMIN, PEST AND WEED EXTERMINATION AND CONTROL

Employees of Government Departments engaged under this Section whose classifications and wage rates are not prescribed in Section 1 of this Schedule shall be paid the following wage rates for their classification:

PART 1 - CLASSIFICATIONS

	"A"	"B"	"C"
	\$	\$	\$
(a) Vermin Fence Section:			
General Hand	254.50	257.50	260.60
(b) Vermin, Pest and Weed Control Section:			
(i) Argentine Ant Control:			
Senior Supervisor	317.80	322.10	325.70
Supervisor	313.80	318.00	321.70
Assistant Supervisor	307.10	311.30	315.00
Senior Spray Operator	280.10	283.20	286.00
Spray Operator Driving			
Control Vehicle	276.90	279.90	282.90
Spray Operator	273.70	276.80	279.80
(ii) Doggers:			
Grade 1 (first twelve months experience)	275.30		
Grade 2 (after twelve months experience)	282.30	285.30	288.40
Grade 3 (when appointed by the employer)	290.50	293.60	296.60
(iii) Weed Control:			
Spray Operator	273.70	276.80	279.80

37 - Wages: Sec 4: Pt 1(b) - contd

	"A" \$	"B" \$	"C" \$
(iv) Pest Control Operators:			
Qualified Operator Grade 1 (as defined)	301.30	306.50	310.20
Qualified Operator Grade 2 (as defined)	291.40	295.60	299.40
Qualified Operator Grade 3 (as defined)	280.50	284.80	288.50
Qualified Operator Grade 4 (as defined)	275.10	279.40	283.00
Qualified Operator Grade 5 (as defined)	260.30	263.30	266.30
Trainee Operator	254.50	257.50	260.60

(c) Experience:

Shall mean experience with any employer in the industry. Provided that the employer shall not be required to accept any or all of such experience up to the time of engagement where the employee has not been engaged in any of the classifications contained herein for a period of 12 months or more. The onus of proof of previous experience shall rest with the employee concerned, who shall produce a certificate signed by this previous employer setting out the details of such previous experience.

PART 2 - PROVISION OF EQUIPMENT

- (1) All plant, equipment, tools and traps shall be supplied by the employer for official use free of charge including, in the case of doggers, a rifle and ammunition when the dogger has shown aptitude in its use.
- (2) Where a motor car or utility truck is provided by the employer for official use by an employee such motor car or utility shall be used by the employee and running expenses shall be paid by the employer.

PART 3 - ANNUAL LEAVE

Notwithstanding the provisions of subclause 14(a) - Annual leave and loading, the following will apply to employees covered by this section.

- (1) The following periods of leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service.
 - (a) Pest and Weed Spray Operators employed in that area of the State South of Latitude 26° - four consecutive weeks.
 - (b) Pest and Weed Spray Operators employed in that area of the State North of Latitude 26° - five consecutive weeks.
 - (c) Doggers and Vermin Fence employees employed in that area of the State south of Latitude 26° - five consecutive weeks.
 - (d) Doggers and Vermin Fence employees employed in that area of the State North of Latitude 26° - six consecutive weeks.

38 - SPECIAL RATES AND CONDITIONS GENERAL

- (a) District allowance
- (b) Leading Hand
- (c) Bicycle allowance
- (d) Underground allowance
- (e) Confined space allowance
- (f) Explosive tool allowance
- (g) Wet pay allowance
- (h) Sewerage work allowance
- (i) Height allowance
- (j) Bosuns chair allowance
- (k) Toxic substances allowance
- (l) Powdered lime dust (MRD) allowance
- (m) Herbicides and pesticides allowance
- (n) Coffor dams allowance
- (o) Loader allowance
- (p) In charge of plant allowance
- (q) Hiab allowance
- (r) Industry allowance
- (s) Shot firers allowance
- (t) Water sewerage and drainage industry loading
- (u) Special rates and conditions - Forests Department

District allowance

- (a) (i) Employees employed in the districts of the State described in subparagraph (a)(ii)(2) of this clause shall be paid the allowance prescribed for that district.

- (ii) The boundaries of the districts shall be:

District

1. The area within a line commencing on coast; thence east along latitude 28 to a point north of Tallering Peak; thence due south of Tallering Peak; thence southeast to Mt Gibson and Burracoppin; thence to a point southeast at the junction of latitude 32 and longitude 119; thence south along longitude 119 to coast.
2. That area within a line commencing on the south coast at longitude 119 then east along the coast to longitude 123; then north along longitude 123 to a point on latitude 30; thence west along latitude 30 to the boundary of No. 1 District.
3. The area within a line commencing on coast at latitude 26; thence along latitude 26 to longitude 123; thence south along longitude 123 to the boundary of No. 2 District.
4. The area within a line commencing on the coast at latitude 24; thence east to the South Australian border; thence south to the coast; thence along the coast to longitude 26; thence west along latitude 26 to the coast.

38 - Special rates and conditions general (a)(ii) - contd

5. That area of the State situated between the latitude 24 and a line running east from Carnot Bay to the Northern Territory border.
6. That area of the State north of a line running east from Carnot Bay to the Northern Territory border.

(iii) The weekly allowance payable to employees employed in the districts of the State described in subparagraph (a)(ii)(2) of this clause are as follows:

District	Column A \$
1.	Nil
2.	5.80
3.	8.10
4.	12.80
5.	25.40
6.	31.20

Provided that the allowance prescribed in Column "A" shall operate from the beginning of the first pay period commencing on or after 1 January 1984.

(iv) Employees employed in the towns shown hereunder in the districts referred to in paragraph (ii) of this clause shall be paid the following allowances in lieu of the rates prescribed in paragraph (iii) of this clause:

District	Town	Column A
1.	Nil	Nil
2.	Kalgoorlie	1.90
	Ravensthorpe	7.70
	Norseman	7.70
	Salmon Gums	7.70
	Marvel Loch	7.70
	Esperance	7.70
3.	Meekatharra	12.80
	Mount Magnet	12.80
	Wiluna	12.80
	Laverton	12.80
	Leonora	12.80
	Cue	12.80
4.	Warburton Mission	34.30
	Carnarvon	12.10

38 - Special rates and conditions general (a)(iv) - contd

District	Town	Column A
5.	Fitzroy Crossing	34.30
	Halls Creek	34.30
	Turner River Camp	34.30
	Nullagine	34.30
	Abydos Research Station	31.80
	Liveringa (Camballin)	31.80
	Marble Bar	31.80
	Wittenoom	31.80
	Port Hedland	31.80
6.	Nil	Nil

Provided that the allowances prescribed in Column "A" shall operate from the beginning of the first pay period commencing on or after 1 January 1984.

- (v) (1) A married male employee whose spouse is not employed by the Government shall be paid double the weekly allowance expressed herein for the district or town in which he is employed.
- (2) An employee other than a married male employee who supplies proof that he or she is the main support of relatives or dependants resident within the State shall be paid double the weekly allowance expressed herein for the district or town in which he or she is employed.
- (3) In no circumstances shall the weekly allowances paid to a married man by the Government employers exceed double the allowance prescribed herein nor be less than that amount.
- (vi) The rates of allowance prescribed herein shall be adjusted every 12 months in accordance with variations in the "Consumer Price Index" for Perth for the period ending 31 December each year. The adjustment to the rates shall be effective from the beginning of the first pay period to commence on or after 1 January in each year.
- (vii) Where an employee is on annual leave, he shall be paid for the period of such leave the district allowance to which he would ordinarily be entitled.
- (viii) Where an employee is on long service leave or other approved leave with pay (other than annual leave) he shall only be paid district allowance for the period of such leave he remains in the district in which he is employed.
- (ix) Liberty is reserved to the Union to make application to amend this clause with respect to towns which attract allowances different from those applying generally to that district.
- (x) Where an employee is provided with free board and lodging by the employer the allowances prescribed herein shall be reduced to two-thirds of the full allowance.

38 - Special rates and conditions general - contd

Leading hands

- (b) Leading Hands (as defined)
- | | \$ |
|---|-------|
| (i) in charge of less than three other employees | 9.50 |
| (ii) in charge of three but not more than six other employees | 16.10 |
| (iii) in charge of more than six other employees | 20.30 |

This allowance shall not apply to Senior Storeman (MRD and Mines Dept), Leading Maintenance Men, Leading Hand Waterman and Senior Waterman.

Bicycle allowance

(c) An employee, including a Patrolman, required to use his bicycle in the course of his duties shall be paid an allowance of 68 cents per day for each day on which he is required to use such bicycle.

(d) (i) An employee required to work underground shall be paid an amount of \$1.22 a day or shift in addition to any other amount prescribed for such employee elsewhere in this Award.

(ii) Where a shaft is to be sunk to a depth greater than six metres the payment of the underground allowance shall commence from the surface.

(iii) This allowance shall not be payable to employees engaged upon "pot and drive" work at a depth of 3.6 metres or less.

Confined space allowance

(e) An employee required to work in a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation shall be paid an additional 35 cents per hour or part thereof.

Explosive powered tools allowance

(f) An employee qualified in accordance with the laws and regulations of the respective States to operate explosive powered tools shall be paid an additional 66 cents for each day on which he uses such tools.

Wet pay allowance

(g) When, on sewerage and sub-surface works, in the opinion of a supervising officer the conditions are exceptionally wet, payment of an additional 87 cents per day shall be made.

Sewerage work

(h) (i) Compressed air work:

(1) PWD

The following special rates shall be paid to employees of the PWD engaged in construction work in compressed air:

38 - Special rates and conditions general (h)(i)(1) - contd

<u>Gauge reading</u>	<u>Rate per hour worked and spent in compression and decompression</u>
	\$
0 to 34 KPa	0.51
Over 35 and up to 65 KPa	0.64
Over 65 and up to 100 KPa	1.30
Over 100 and up to 170 KPa	2.59
Over 170 and up to 225 KPa	4.56
Over 225 and up to 275 KPa	8.28

- (2) Other employees - rate to be determined by agreement between the employer and the Union.

Plan allowance

- (ii) An employee engaged on work for which he is supplied with a plan shall be paid an additional 96 cents per day.

Slurry refiller

- (iii) A slurry refiller (as defined) when so engaged shall not be entitled to wet pay, but shall receive an additional 96 cents per day.

Live sewer work

- (iv) An employee on live sewer work (as defined) shall be paid an additional 24 cents per hour.

Timbering allowance

- (v) Any sinker required to timber any shaft, drive or trench shall be paid an additional 32 cents per day or part thereof.

Note: The special rates prescribed in this clause shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Height allowance

- (i) An employee on dam construction working on a tower shall be paid extra rates as follows, according to the height at which he is employed.

Over 15 m and up to 30 m	28 cents per hour
Over 30 m and up to 45 m	55 cents per hour
Over 45 m and up to 60 m	84 cents per hour
Over 60 m	28 cents per hour additional for each 15 m over 60 m

Provided that any special rate prescribed elsewhere in this clause shall not be cumulative upon the extra rates provided in this paragraph.

38 - Special rates and conditions general - contd

Bosun's chair allowance

(j) An employee required to work in a bosun's chair or on a single plank swing-scaffold shall be paid an additional 42 cents per hour or part thereof. Provided that any special rate prescribed elsewhere in this clause shall not be cumulative upon the extra rates provided in this paragraph.

Toxic substances

- (k) (i) Employees required to use toxic substances shall be informed by the employer of the health hazards involved and instructed in the correct and necessary safeguards which must be observed in the use of such materials.
- (ii) Employees using such materials shall be provided with and shall use all safeguards as are required by the appropriate Government authority or in the absence of such requirement such safeguards as are defined by a competent authority or person chosen by the Union and the employer.
- (iii) Employees using toxic substances or materials of a like nature shall be paid 35 cents per hour extra. Employees working in close proximity to employees so engaged shall be paid 28 cents per hour extra.
- (iv) For the purpose of this subclause toxic substances shall include epoxy based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system shall be deemed to be materials of a like nature.

Powdered lime dust - MRD

- (l) (i) Employees of the MRD exposed for any period greater than one hour in any shift to powdered lime dust from the spreading or mixing of powdered lime used in the stabilisation of road marking material shall be supplied with the following protective clothing:
- (a) overalls
 - (b) wide vision goggles
 - (c) respirator
 - (d) boots
 - (e) gloves
- (ii) In addition, the Board shall maintain at or near the work site or other place where such lime is being used, adequate facilities to enable any employee whose skin is contaminated with lime either directly or through his ordinary clothing to wash the affected area. A supply of barrier cream and hand cleanser shall be provided for the use of any employee required to handle powdered lime.
- (iii) Employees engaged in carrying out lime work shall be obliged to wear the protective clothing supplied by the department pursuant to paragraph (i) hereof.

38 - Special rates and conditions general (1) - contd

- (iv) Each employee exposed to powdered lime dust whilst engaged in spreading or mixing powdered lime shall, during the time he is so exposed, be paid 28 cents per hour in addition to all other rates payable in this Award.

Herbicides and pesticides allowance

- (m) (i) An employer who requires an employee to use a pesticide shall:
 - (1) inform the employee of any known health hazards involved; and
 - (2) ascertain from the Department of Health and Medical Services whether and, if so, what protective clothing or equipment should be worn during its use.
- (ii) Pending advice from that Department the employer may require the pesticide to be used if he informs the employee of any safety precautions specified by the manufacturer of the pesticide and instructs the employee to follow those precautions.
- (iii) The employer shall supply the employee with any protective clothing or equipment required pursuant to paragraph (i) or (ii) and, where necessary, instruct him in its use.
- (iv) An employee required to wear protective clothing or equipment for the purpose of this subclause shall be paid 35 cents per hour or part thereof while doing so unless the Union and the employer agree that by reason of the nature of the protective clothing or equipment the employee does not suffer discomfort or inconvenience while wearing it, or in the event of disagreement, the Registrar so determines.
- (v) An allowance is not payable under this clause if the Department of Health and Medical Services advise the employer in writing that protective clothing or equipment is not necessary.

Coffer dams

- (n) Any employee doing coffer dam work not under air pressure shall be paid an all purpose allowance of \$5.20 per week. Where employees are doing such work under pressure a rate shall be agreed between the parties.

Loader allowances

- (o) Employees operating truck mounted side loaders or truck or tractor mounted mechanical bucket type loaders shall be paid 94 cents per week for all purposes.

In charge of plant allowance

- (p) An employee in charge of plant as defined shall be paid \$16.05 per week for all purposes.

38 - Special rates and conditions general - contd

Hiab allowance

(q) An employee who in the course of his employment drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid \$1.32 per day for all purposes.

Industry allowance

(r) An employee engaged on any of the work specified in the wages schedule of this Award shall be paid an allowance of \$12.40 a week to compensate for the following disabilities of the industry, namely, being subject to:

- (i) climatic conditions when working in the open on all types of work or on a multi-storey construction prior to it being enclosed;
- (ii) the physical disadvantage of having to climb stairs or ladders, particularly on multi-storey construction;
- (iii) dust blowing in the wind on construction sites;
- (iv) sloppy or muddy conditions associated with the initial stages of construction;
- (v) dirty conditions caused by use of form oil or green timber;
- (vi) drippings from newly poured concrete;
- (vii) the disability of working on all types of scaffold other than a single plank or a bosun's chair; and the lack of usual amenities associated with factory work.

Shot firers allowance

(s) An employee being a permit holder responsible for the proper handling of explosives and the conducting of firing shall be paid an allowance of \$3.00 per shift.

Water, sewerage and drainage industry loading

(t) A loading of \$10.90 per week shall be paid to all employees covered by this Award who are engaged in work related to water supply, sewerage and drainage.

Special rates and conditions (Forestry Dept)

- (u) (i) Employees employed clearing or who are required to come into contact with waist high prickly bush (Prickly Moses) in the carrying out of their duties for a minimum of four hours per day, shall if adequate protective gloves are not supplied, be paid 96 cents per day in addition to their ordinary rate.
- (ii) When employed on digging, holing, spot cultivation or planting, employees shall be paid 96 cents per day in addition to their ordinary rates where protective clothing is not supplied.

Special rates and conditions (Forestry Dept) (u) - contd

- (iii) Employees engaged in the operation of a pine planting or fertilising machine shall be paid an allowance of \$2.20 per day.

39 - LEAVE RESERVED

- (a) Subclauses 10(4)(a) and (b) - Overtime
- (b) Clause 35 - Fire Service Provisions - subclauses (j) and (o) (Subject to Leave Reserved the correct application of these provisions will continue).

SCHEDULE A - RESPONDENTS

del The Honourable Minister for Agriculture
The Honourable Minister for Conservation and Environment
del The Honourable Minister for Lands
del Commissioner of Main Roads
The Honourable Minister for Mines
Commissioner, Westrail
del The Honourable Minister for Works
The Honourable Minister for Health
del The Honourable Minister for Housing
The Honourable Minister for Water Resources
The Honourable Minister for Transport
del The Agriculture Protection Board
The Conservator of Forests
The Waterways Commission
The Fremantle Port Authority
The Bunbury Port Authority
The Esperance Port Authority
del The Albany Port Authority
The Health Department of Western Australia
The Surveyor General

The Australian Workers' Union and its members and persons eligible to become members of the Union.

SCHEDULE B

MEMORANDUM OF AGREEMENT

The following provisions relating to Hours of Work are agreed between the parties.

1. That notwithstanding the provisions of the award the ordinary hours of work may be varied in accordance with the following provided that the average weekly hours worked do not exceed 38 hours.

- 1.1 Provided that for employees of the Agriculture Protection Board, the ordinary hours shall be worked within a four week cycle of ten consecutive days on duty followed by four consecutive days off duty followed by ten consecutive days on duty followed by four consecutive days off duty. The ordinary hours worked within this cycle shall be eight hours on each of the first nineteen working days in each cycle with 0.4 of one hour of each such day worked accruing as an entitlement to take the twentieth working day in each cycle as a day off without loss of pay.

The rostered day off will be observed on the twentieth working day of the cycle.

- 1.2. Provided that for employees of the Department of Mines and the Department of Lands and Surveys, due to the operational requirements of the employers, employees will accumulate the rostered days off to be taken in conjunction with annual leave or another period mutually agreed between the employer and employee. However, such leave will be taken subject to the routine operational requirements of the employer.

All leave in lieu of the rostered days off will be taken as full day credit entitlements. An employee will not be entitled to such leave on pro rata credit basis. However an employee who has not worked or regarded as having worked a complete 20 day per work cycle in accordance with the provisions of this Agreement shall receive pro rata accrued entitlements for each such day worked or regarded as having been worked.

Any dispute concerning the taking of leave in lieu of the rostered days off will be referred to a meeting of the employer and the Union concerned.

Should an employee be required to work during periods of leave in lieu of the rostered days off no overtime will be paid and the employee by agreement with the employer will be re-rostered off duty at a mutually convenient period.

- 1.3 Provided that for employees of the Bunbury Port Authority the rostered day off will be observed on a day which is agreed between the employer and employees.

- 1.4 Main Roads Department

Except as otherwise provided for employees shall work 76 hours over nine days of equal duration with the tenth day being an unpaid rostered day off.

Sched B: 1.4 - contd

The rostered day off shall be the first or last working day of the week.

In the case of employees who are working long distances away from their homes/depots, ordinary hours may be worked up to ten hours per day so that employees can have one long break either once a fortnight or once every four weeks.

In case of employees involved in contract supervision they shall work re-arranged hours to meet the work requirements of the contract and accordingly the provisions of the nine day fortnight may not have application to them.

Employees working outside of their normal Division shall be allowed to accrue their rostered days off and to take these on return to their Division.

In the case of shift employees, the rostered day off is to be taken at a time convenient to the Department and the employee, provided however, it is taken before the completion of the next fortnightly cycle.

2. The employer is responsible for the preparation of the roster which will allow the rostered day off duty in each cycle and alterations may be made to meet the needs of the employer.
3. Where, to meet the needs of the employer, the employee works for the whole day on his rostered day off, ordinary rates will be paid and that employee will be re-rostered for another day off duty within ten work days. A re-rostered day will be the first or last working day of the week unless another day is agreed between the employer and the employee. Should an employee be called out then payment will be made in accordance with the Award provisions for all out on Monday to Friday.
4. There will be no rostered day off duty applicable to employees whilst on long service leave nor any credit accumulated for such periods of leave.
5. ANNUAL LEAVE

For employees working the twenty day work cycle with the exception of employees of the Public Works Department currently covered by the Federal AWU Construction and Maintenance Award 1975 the calendar year will be divided into thirteen, 20 day work cycles. During the year employees will be required to take one period of their Annual Leave to include the rostered day off duty for that particular work cycle. There will be no additional pay or leave in lieu of that rostered day off.

6. Employees working the 20 day work cycle shall accrue an entitlement of 0.4 of one hour per day whilst on sick leave towards his rostered day off. However, his sick leave entitlement will be debited by eight hours.
7. WORKER'S COMPENSATION - 20 DAY WORK CYCLE
 - (i) Where an employee is on workers' compensation for periods for less than one complete 20 day work cycle, such employee will accrue towards and be paid for the succeeding rostered day off following such leave.
 - (ii) An employee will not accrue rostered days off for periods of workers' compensation where such period of leave exceed one or more complete 20 day work cycles.

Sched B: 7 - contd

(iii) An employee is on workers' compensation for less than one complete 20 day work cycle and a rostered day falls within the period, the employee will not be re-rostered for an additional day off.

8. Any annual leave, sick leave or long service leave entitlement accumulated to an employee as at the date of commencement of the 38 hour week shall be adjusted in hours in the ratio of 38 to 40.
9. For employees working the 20 day work cycle there will be no rostered days off duty applicable to employees whilst on leave without pay, nor shall any credit accumulate for such periods of leave.
10. As a result of the introduction of the new working hours, there will be no entitlement to payment for time accrued towards a rostered day off on either termination or dismissal, nor will there be any requirement to accumulate a full credit prior to being entitled to a rostered day off.

All part time and casual employees will be paid for hours actually worked.

11. The employees working the 20 day work cycle overtime provisions will not apply until after eight hours have been worked on each day.

12. SHIFT WORK

Monday to Friday shift penalties apply to employees who are required to work on the rostered day off.

13. STAND-BY

Should stand-by rates be applicable on an employee's rostered day off duty, then payment will be at the Monday to Friday rate.

14. PAYMENT OF ALLOWANCES AND OVERTIME FOR ROSTERED "DAY OFF"

Allowances included in the Award shall be paid in accordance with the following:

- 14.1 Weekly allowances as prescribed in the Award shall not be reduced.
- 14.2 Camping allowance shall be paid on a weekly or daily basis as applicable.
- 14.3 Where, to meet the needs of the employer, the employee is required to work for the whole day on his/her rostered "day off", no overtime will be paid and that employee will be re-rostered for another day off duty within ten working days or for the Main Roads Department within the following fortnightly work cycle. A re-rostered day will be the first or last working day of the week unless another day is agreed between the employer and the employee. The work referred to in this subclause relates to a whole day's work. Should an employee be called out for less than one day then payment will be made in accordance with the Award provisions for callout on a Monday to Friday.

Sched B - contd

15. AGREED TRADE OFFS IN IMPLEMENTING THE 38-HOUR WEEK

(i) There will be no wash-up time prior to knocking off work for the day, however, employees may be permitted by their Foreman to wash after completing particularly dirty assignments as would normally be the case.

(ii) There will be no afternoon tea break.

(iii) Employees will be paid fortnightly either by cheque or into a bank account, building society or approved credit union.

Provided that employees of the Public Works Department currently employed under the Federal A.W.U. Construction and Maintenance Award 1975 shall be allowed an afternoon tea break in accordance with the Award.

Provided that in the case of Westrail the following trade offs will apply.

(i) There will be no afternoon tea break.

(ii) The calculation of travelling time to be based on a speed of 60 kilometres per hour in the Metropolitan Area and 70 kilometres per hour in the country.

(iii) Agree in principle to elimination of all stop-work meetings other than for safety reasons.

(iv) There will no obligation on the employer to provide a cook for men remaining in camp on their rostered day off.

(v) Employees will have their wages paid fortnightly into a bank account, building society or approved credit union.

Provided that in the case of the Forests Department the following trade offs will apply:

(1) Forestry employees will continue to work the ordinary hours of work of 8 hours per day Monday to Friday during normal seasonal conditions between the hours of 8.00 a.m. and 5.00 p.m. Provided that employees may be required by the employer to work ordinary hours between the 7.00 a.m. and 6.00 p.m. during periods of preventative burning off and mopping up and periods of fire fighting.

(2) Employees will be paid fortnightly either by cheque or direct draft into a nominated bank account, building society account or approved credit union account.