

Electrical Trades (Security Alarms Industry) Award 1980

1 – TITLE

This award shall be known as the Electrical Trades (Security Alarms Industry) Award 1980.

agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

25. Board of Reference
26. Bereavement Leave
27. Deleted
28. Wages
29. No Reduction
30. Deleted
31. Avoidance of Industrial Disputes
32. Part Time Employment
33. Liberty to Apply
34. Training

Appendix - Resolution of Disputes Requirements

Schedule One - Schedule of Respondents

Schedule Two - Named Parties to the Award

Appendix - S.49B - Inspection Of Records Requirements

3. - AREA AND SCOPE

This award relates to the Security Alarm Industry within the State of Western Australia and to all work done by employees in the classifications shown in Clause 28. - Wages and employed by Respondents in the industry in connection with the wiring, maintenance, installation and repair of all manner of electrical and electronic security surveillance detectors and equipment including, but without limiting the generality of the foregoing, the utilisation of electro-mechanical devices and signalling equipment.

4. - TERM

The term of this award shall be for a period of six months from the beginning of the first pay period to commence on or after the 26th day of September, 1980.

5. - DEFINITIONS

- (1) "Cadet" means -
 - (a) an employee who is appointed by an employer bound by this award solely for the purpose of being trained for an administrative or supervisory position (not being a supervisory position to which this award applies) in the employer's business; and
 - (b) an employee who is a full-time student at a university, school of mines or technical college and who is employed during vacations by an employer bound by this award solely for the purpose of giving the student practical experience necessary for the completion of his course of study.
- (2) "Casual employee" means an employee engaged and paid as such.
- (3) "Construction work" means work on site in or in connection with -
 - (a) the construction of a large industrial undertaking or any large civil engineering project;
 - (b) the construction or erection of any multi-storey building; and
 - (c) the construction, erection or alteration of any other building, structure, or civil engineering project which the employer and the union agree or, in the event of disagreement, which the Board of Reference declares to be construction work for the purposes of this award.
- (4) "Installer and/or Serviceman" means an employee engaged in connection with the wiring, manufacturing, installation, testing and repair of all manner of electrical and electronic security surveillance detectors and equipment.
- (5) "Serviceman - Special Class" means, subject to paragraph (c) hereunder, an "Installer and/or Serviceman" who -
 - (a)
 - (i) has satisfactorily completed a prescribed post trade course in industrial electronics; or
 - (ii) has, whether through practical experience or otherwise, achieved a standard of knowledge comparable to that which would be achieved under sub-paragraph (i) hereof; and
 - (b)
 - (i) is engaged on work on or in connection with complicated or intricate circuitry, which work requires for its performance the standard of knowledge referred to in paragraph (a) hereof; and
 - (ii) is able, where necessary and practicable, to perform such work without supervision and to examine, diagnose and modify systems comprising interconnected circuits,

but does not include such an employee unless the work on which he is engaged requires for its performance knowledge in excess of that gained by the satisfactory completion of the appropriate Technical College trade course.

- (c) For the purposes of this award an employee shall be deemed to be a Serviceman - Special Class only for the time during which he meets the foregoing conditions, unless -

(ii) having given such notice, before the notice expires,

he forfeits his entitlement to any monies owing to him under this award except to the extent that those monies exceed his ordinary wages for the period of notice which should have been given.

(b) In a case to which paragraph (a) of this subclause applies -

(i) the contract of service shall, for the purposes of this award be deemed to have terminated at the time of which the employee was last ready, willing and available for work during ordinary working hours under the contract; and

(ii) the provisions of subclause (2) of this clause shall be deemed to have been complied with if the employee pays to the employer, whether by forfeiture or otherwise, an amount equivalent to the employee's ordinary wages for the period of notice which should have been given.

7. - HIGHER DUTIES

An employee engaged on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for the time he is so engaged but if he is so engaged for more than two hours of one day or shift he shall be paid the higher rate for the whole day or shift.

8. - UNDER-RATE EMPLOYEES

- (1) Any employee who by reason of old age or infirmity is unable to earn the minimum wage may be paid such lesser wage as may from time to time be agreed upon in writing between the union and the employer.
- (2) In the event of no agreement being arrived at, the matter may be referred to the Board of Reference for determination.
- (3) After application has been made to the Board, and pending the Board's decision, the employee shall be entitled to work for and be employed at the proposed lesser rate.

9. - CADETS

- (1) An employer who, after the commencement of this award, engages a cadet shall, within fourteen days of the engagement, notify the Industrial Registrar accordingly and shall advise the Registrar in writing of the terms and conditions of the employment.
- (2) Upon receipt of the notification referred to in subclause (1) of this clause, the Registrar shall notify the union and shall afford them the opportunity of examining the terms and conditions of employment referred to in that subclause.
- (3) Within fourteen days of being notified by the Registrar the union or unions concerned may object to the employment of the cadet and the Commission may, on hearing the objection:-
 - (a) allow or refuse permission for the employment of the cadet; and
 - (b) make such order as it deems fit with regard to the terms and conditions of employment.
- (4) The provisions of this clause do not affect any cadet employed at the date of this award.

10. - HOURS

- (1) (a) The provisions of this subclause apply to all employees other than those engaged on continuous shift work.
- (b) Sub be an average of 38 per week to be worked on one of the following bases.
 - (i) 38 hours within a work cycle not exceeding seven consecutive days; or
 - (ii) 76 hours within a work cycle not exceeding fourteen consecutive days; or
 - (iii) 114 hours within a work cycle not exceeding twenty-one consecutive days; or
 - (iv) 152 hours within a work cycle not exceeding twenty-eight consecutive days.

- (2) (a) The provisions of this subclause apply only to employees engaged on continuous shift work.
- (b) Subject to the provisions of subclauses (3) and (4) of this clause the ordinary hours of continuous shift employees shall average 38 per week (inclusive of crib time) and shall not exceed 152 hours in twenty-eight consecutive days.

Provided that, where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days.

- (c) The ordinary hours of work prescribed herein shall not exceed 10 hours on any day. Provided that in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight hours on any day, the arrangement of hours shall be subject to the agreement of the employer and the majority of employees in the plant or section or sections thereof.
- (3) (a) Except as provided in paragraph (d) of this subclause the method of implementation of the 38 hour week may be any one of the following:-
- (i) by employees working less than 8 ordinary hours each day; or
 - (ii) by employees working less than 8 ordinary hours on one or more days each week; or
 - (iii) by fixing one day of ordinary working hours on which all employees will be off duty during the particular work cycle; or
 - (iv) by rostering employees off duty on various days of the week during a particular work cycle so that each employee has one day of ordinary working hours off duty during that cycle.
 - (v) Except in the case of continuous shift employees where the ordinary hours of work are worked within an arrangement as provided in placitum (iii) or (iv) of this paragraph, any day off duty shall be arranged so that it does not coincide with a holiday prescribed in subclause (1) of Clause 20. - Holidays and Annual Leave of this Award.
- (b) In each plant, an assessment should be made as to which method of implementation best suits the business and the proposal shall be discussed with the employees concerned, the objective being to reach agreement on the method of implementation prior to May 17, 1982.
- (c) In the absence of an agreement at plant level, the procedure for resolving special, anomalous or extraordinary problems shall be as follows:
- (i) Consultation shall take place within the particular establishment concerned.
 - (ii) If it is unable to be resolved at establishment level, the matter shall be referred to the State Secretary of the union concerned or deputy, at which level a conference of the parties shall be convened without delay.
 - (iii) In the absence of agreement either party may refer the matter to the Western Australian Industrial Relations Commission.
- (d) Different methods of implementation of a 38 hour week may apply to various groups or sections of employees in the plant or establishment concerned.
- (e) Notice of Days Off

Except as provided in paragraphs (f) and (g) of this subclause in cases where, by virtue of the arrangement of ordinary hours an employee, in accordance with placita (iii) and (iv) of paragraph (a) of this subclause, is entitled to a day off duty during the work cycle, then such

employee shall be advised by the employer at least four weeks in advance of the day to be taken off duty provided that a lesser period of notice may be agreed by the employer and the majority of employees in the plant or section or sections concerned.

- (f) (i) An employer, with the agreement of the majority of employees concerned, may substitute the day an employee is to take off in accordance with placita (iii) and (iv) of subclause (3) hereof, for another day in the case of a breakdown in machinery or a failure or shortage of electric power or to meet the requirements of the business in the event of rush orders or some other emergency situation.
- (ii) An employer and employee may by agreement substitute the day the employee is to take off for another day.
- (g) Flexibility in relation to rostered days off.

Notwithstanding any other provision in this clause, where the hours of work of an establishment, plant or section are organised in accordance with placita (iii) and (iv) of paragraph (a) of this subclause an employer, the union or unions concerned and the majority of employees in the establishment, plant, section or sections concerned may agree to accrue up to a maximum of five (5) rostered days off in special circumstances such as where there are regular and substantial fluctuations in production requirements in any year. Where such agreement has been reached the accrued rostered days off must be taken within 12 months from the date of agreement and each 12 months thereafter.

It is understood between the parties that the involvement of the union or unions concerned would be necessary in cases where it or they have members in the plants concerned and not in non-union establishments.

- (4) (a) Procedures shall be established for in-plant discussions, the objective being to agree on the method of implementing a 38 hour week in accordance with this clause and shall entail an

For the purposes of this subclause, ordinary hours shall mean the hours of work fixed in an establishment in accordance with Clause 10. - Hours.

- (c) (i) Work done on Saturdays after 12.00 noon or on Sundays shall be paid for at the rate of double time.
 - (c) (ii) Work done on any day prescribed as a holiday under this award shall be paid for at the rate of double time and a half.
 - (d) Work done on Saturdays prior to 12.00 noon shall be paid for at the rate of time and one half for the first two hours and double time thereafter but this paragraph does not apply in a case to which paragraph (d) of subclause (1) of Clause 10. - Hours applies.
 - (e) In computing overtime each day shall stand-alone but when an employee works overtime which continues beyond midnight on any day, the time worked after midnight shall be deemed to be part of the previous day's work for the purpose of this subclause.
- (2) (a) The provisions of this subclause apply only to employees engaged on continuous shift work.
- (b) Subject to the provisions of paragraph (c) of this subclause all time worked in excess of or outside the ordinary working hours, or on a shift other than a rostered shift, shall be paid for at the rate of double time, except where an employee is called upon to work a sixth shift in not more than one week in any four weeks, when the employee shall be paid for such shift at time and a half for the first four hours and double time thereafter.

For the purposes of this subclause, ordinary hours shall mean the hours of work fixed in an establishment in accordance with subclauses (3) and (4) of Clause 10. - Hours.

- (c) Time worked in excess of the ordinary working hours shall be paid for at ordinary rates:
- (i) If it is due to private arrangements between the employees themselves; or
 - (ii) if it does not exceed two hours and is due to a relieving employee not coming on duty at the proper time; or
 - (iii) if it is for the purpose of effecting the customary rotation of shifts.
- (3) (a) The provisions of this subclause apply to all employees.
- (b) Overtime on shift work shall be based on the rate payable for shift work.
- (c) (i) When overtime work is necessary it shall, wherever practicable, be so arranged that an employee has at least ten consecutive hours off duty between the work of successive days.
- (c) (ii) An employee (other than a casual employee) who works so much overtime between the termination of the employee's ordinary work

- (iv) Where an employee (other than a casual employee or an employee engaged on continuous shift work) is called into work on a Sunday or holiday prescribed under this award preceding an ordinary working day, the employee shall, wherever

in any ban, limitation, or restriction upon the working of overtime in accordance with the requirements of this subclause.

(3) Absences from Duty

- (a) An employee whose ordinary hours are arranged in accordance with placitum (iii) or (iv) of paragraph (a) of subclause (3) of Clause 10. - Hours of this award and who is paid wages in accordance with paragraph (a) of subclause (2) hereof and is absent from duty (other than on annual leave, long service leave, holidays prescribed under this award, paid sick leave, workers' compensation or bereavement leave) shall, for each day the employee is so absent, lose average pay for that day calculated by dividing the employee's average weekly wage rate by 5.

An employee who is so absent from duty for part of a day shall lose average pay for each hour the employee is absent by dividing the employee's average daily pay rate by 8.

- (b) Provided when such an employee is absent from duty for a whole day the employee will not accrue a "credit" because the employee would not have worked ordinary hours that day in excess of 7 hours 36 minutes for which the employee would otherwise have been paid.

15. - SPECIAL RATES AND PROVISIONS

- (1) Height Money: An employee shall be paid an allowance of \$2.95 for each day on which they work at a height of 15.5 metres or more above the nearest horizontal plane but this provision does not apply to linespersons nor to riggers and splicers on ships or buildings.
- (2) Dirt Money: An employee shall be paid an allowance of 60 cents per hour when engaged on work of an unusually dirty nature where clothes are necessarily unduly soiled or damaged or boots are unduly damaged by the nature of the work done.
- (3) Confined Space: An employee shall be paid an allowance of 76 cents per hour when, because of the dimensions of the compartment or space in which they are working, the employee is required to work in a stooped or otherwise cramped position or without proper ventilation.
- (4) Hot Work: An employee shall be paid an allowance of 60 cents per hour when they work in the shade in any place where the temperature is raised by artificial means to between 46.1 and 54.4 degrees Celsius.
- (5) (a) Where, in the opinion of the Board of Reference, the conditions under which work is to be performed are, by reason of excessive heat, exceptionally oppressive, the Board may –
 - (i) fix an allowance, or allowances, not exceeding the equivalent of half the ordinary rate;
 - (ii) fix the period (including a minimum period) during which any allowance so fixed is to be paid; and
 - (iii) prescribe such other conditions, relating to the provision of protective clothing or equipment and the granting of rest periods, as the Board sees fit.
- (b) The provisions of paragraph (a) of this subclause do not apply unless the temperature in the shade at the place of work has been raised by artificial means beyond 54.4 degrees Celsius.
- (c) An allowance fixed pursuant to paragraph (a) of this subclause includes any other allowance which would otherwise be payable under this Clause.
- (6) Percussion Tools:

An employee shall be paid an allowance of 38 cents per hour when working a pneumatic rivetter of the percussion type and other pneumatic tools of the percussion type.
- (7) An employee who is required to work from a ladder shall be provided with an assistant on the ground where it is reasonably necessary for the employee's safety.
- (8) An employee shall not be required to enter any establishment alone if it is outside the trading hours of that establishment and subject to an alarm condition.
- (9) Where an employee is required in the normal course of his work to use a torch, such torch shall be supplied and maintained by the employer.
- (10) Where an employee is required in the performance of his work to hold a licence under the Security Agents Act he shall, after twelve months continuous service with the employer, be reimbursed by that employer the cost of obtaining such licence and thereafter the cost of its renewal each year.
- (11) Special Rates Not Cumulative:

Where more than one of the disabilities entitling an employee to extra rates exists on the same job, the employer shall be bound to pay only one rate, namely - the highest for the disabilities so prevailing. Provided that this subclause shall not apply to confined space, dirt money, height money, or hot work, the rates for which are cumulative.

(12) Protective Equipment:

- (a) An employer shall have available a sufficient supply of protective equipment (as, for example, goggles (including anti-flash goggles), glasses, gloves, mitts, aprons, sleeves, leggings, gum boots, ear protectors, helmets, or other efficient substitutes thereof) for use by his employees when engaged on work for which some protective equipment is reasonably necessary.
- (b) An employee shall sign an acknowledgement when he/she receives any article of protective equipment and shall return that article to the employer when he/she has finished using it or on leaving his/her employment.
- (c) An employee to whom an article of protective equipment has been issued shall not lend that article to another employee and if they do both employees shall be deemed guilty of wilful misconduct.
- (d) An article of protective equipment which has been used by an employee shall not be issued by the employer to another employee until it has been effectively sterilised but this paragraph only applies where sterilisation of the article is practicable and is reasonably necessary.
- (e) Adequate safety gear (including insulating gloves, mats and/or shields where necessary) shall be provided by employers for employees required to work on live electrical equipment.

(13) An employee, holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the employer to perform first aid duties shall be paid \$12.30 per week in addition to their ordinary rate.

(14) A Serviceperson - Special Class, a Serviceperson or an Installer who holds, and in the course of their employment may be required to use, a current "A" Grade or "B" Grade Licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act 1945 shall be paid an allowance of \$24.80 per week.

(15) Any dispute under this Clause may be determined by the Board of Reference.

ar the tagt stprescribd1(d)-1787ere n be bmde br ttnprovprigt tagt1(e)416(t)pliec1(arle)-27(to)-87(t)1(arch)-87(tf)

16. - CAR ALLOWANCE

(1) Where an employee is required and authorised to use his own motor vehicle in the course of his duties he shall be paid an allowance not less than that provided for in the table set o7 1 aNotwthesandang andyhaondtaned1(d)-16(in)-16(this)416(isubca)1(ss)-1(e)1(-)163the and the e amakeandy wther n ement ar

18. - DISTANT WORK

- (1) Where an employee is directed by his employer to proceed to work at such a distance that he cannot return to his home each night and the employee does so, the employer shall provide the employee with suitable board and lodging or shall pay the expenses reasonably incurred by the employee for board and lodging.
- (2) The provisions of subclause (1) of this clause do not apply with respect to any period during which the employee is absent from work without reasonable excuse and in such a case, where the board and lodging is supplied by the employer, he may deduct from moneys owing or which may become owing to the employee an amount equivalent to the value of that board and lodging for the period of the absence
- (3)
 - (a) The employer shall pay all reasonable expenses including fares, transport of tools, meals and, if necessary, suitable overnight accommodation incurred by an employee who is directed by his employer to proceed to work pursuant to subclause (1) of this clause and who complies with such direction.
 - (b) The employee shall be paid at ordinary rate of payment for the time up to a maximum of eight hours in any one day incurred in travelling pursuant to the employer's direction.
- (4) An employee to whom the provisions of subclause (1) of this Clause apply shall be paid an allowance of \$35.10 for any weekend that they return to their home from the job but only if -
 - (a) The employee advises the employer or the employer's agent of their intention no later than the Tuesday immediately preceding the weekend in which the employee so returns;
 - (b) The employee is not required for work during that weekend;
 - (c) The employee returns to the job on the first working day following the weekend; and
 - (d) The employer does not provide or offer to provide suitable transport.
- (5) Where an employee, supplied with board and lodging by the employer, is required to live more than 800 metres from the job the employee shall be provided with suitable transport to and from that job or be paid an allowance of \$15.65 per day provided that where the time actually spent in travelling either to or from the job exceeds 20 minutes, that excess time shall be paid for at ordinary rates whether or not be paidI emurn

Dampier	\$30.60
Denham	\$18.00
Derby	\$36.60
Esperance	\$6.40
Eucla	\$24.50
Exmouth	\$32.10
Fitzroy Crossing	\$44.40
Halls Creek	\$51.30
Kalbarri	\$7.80
Kalgoorlie	\$9.30
Kambalda	\$9.30
Karratha	\$36.80
Koolan Island	\$38.60
Koolyanobbing	\$10.20
Kununurra	\$58.50
Laverton	\$22.40
Learmonth	\$32.10
Leinster	\$21.90
Leonora	\$22.40
Madura	\$23.60
Marble Bar	\$56.70
Meekatharra	\$19.40
Mount Magnet	\$24.30
Mundrabilla	\$24.10
Newman	\$21.00
Norseman	\$19.40
Nullagine	\$56.60
Onslow	\$38.10
Pannawonica	\$28.50
Paraburdoo	\$28.40
Port Hedland	\$30.50
Ravensthorpe	\$11.50
Roebourne	\$42.40
Sandstone	\$21.90
Shark Bay	\$18.00
Southern Cross	\$10.20
Telfer	\$52.10
Teutonic Bore	\$21.90
Tom Price	\$28.40
Whim Creek	\$36.40
Wickham	\$35.20
Wiluna	\$22.10
Wyndham	\$54.80

(2) Except as provided in subclause (3) of this clause, an employee who has:

- (a) a dependant shall be paid double the allowance prescribed in subclause (1) of this clause;
- (b) a partial dependant shall be paid the allowance prescribed in subclause (1) of this clause plus the difference between that rate and the amount such partial dependant is receiving by way of a district or location allowance.

- (3) Where an employee:
- (a) is provided with board and lodging by his/her employer, free of charge; or
 - (b) is provided with an allowance in lieu of board and lodging by virtue of the award or an order or agreement made pursuant to the Act;
- such employee shall be paid 662/3 per cent of the allowances prescribed in subclause (1) of this clause.
- (4) Subject to subclause (2) of this clause, junior employees, casual employees, part time employees, apprentices receiving less than adult rate and employees employed for less than a full week shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the adult rate for the work performed.
- (5) Where an employee is on annual leave or receives payment in lieu of annual leave he/she shall be paid for the period of such leave the location allowance to which he/she would ordinarily be entitled.
- (6) Where an employee is on long service leave or other approved leave with pay (other than annual leave) he/she shall only be paid location allowance for the period of such leave he/she remains in the location in which he/she is employed.
- (7) For the purposes of this clause:
- (a) "Dependant" shall mean -
 - (i) a spouse or defacto partner; or
 - (ii) a child where there is no spouse or defacto partner;who does not receive a location allowance or who, if in receipt of a salary or wage package, receives no consideration for which the location allowance is payable pursuant to the provisions of this clause.
 - (b) "Partial Dependant" shall mean a "dependant" as prescribed in paragraph (a) of this subclause who receives a location allowance which is less than the location allowance prescribed in subclause (1) of this clause or who, if in receipt of a salary or wage package, receives less than a full consideration for which the location allowance is payable pursuant to the provisions of this clause.
- (8) Where an employee is employed in a town or location not specified in this clause the allowance payable for the purpose of subclause (1) of this clause shall be such amount as may be agreed between Australian Mines and Metals Association, the Chamber of Commerce and Industry of Western Australia and UnionsWA or, failing such agreement, as may be determined by the Commission.
- (9) Subject to the making of a General Order pursuant to s.50 of the Act, that part of each location allowance representing prices shall be varied from the beginning of the first pay period commencing on or after the 1st day in July of each year in accordance with the annual percentage change in the Consumer Price Index (excluding housing), for Perth measured to the end of the immediately preceding March quarter, the calculation to be taken to the nearest ten cents.

20. - HOLIDAYS AND ANNUAL LEAVE

- (b) When any of the days mentioned in paragraph (a) 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 a 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.
- (2) On any public holiday not prescribed as a holiday under this award, the employer's establishment or place of business may be closed, in which case an employee need not present himself for duty and payment may be deducted but if work be done, ordinary rates of pay shall apply.
- (3)
 - (a) Except as hereinafter provided a period of four consecutive weeks' leave with payment as prescribed in paragraph (b) hereof shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with that employer.
 - (b)
 - (i) An employee before going on leave shall be paid the wages he would have received in respect of the ordinary time he would have worked had he not been on leave during the relevant period.
 - (ii) Subject to paragraph (c) hereof, an employee shall, where applicable, have the amount of wages to be received for annual leave calculated by including the following where applicable:-
 - (aa) The rate applicable to him as prescribed in Clause 28. - Wages of this award and the rates prescribed by Clause 19. - Location Allowances of this award and;
 - (bb) Subject to paragraph (c)(ii) hereof the rate prescribed for work in ordinary time by Clause 12. - Shift Work, of the award according to the employee's roster or projected roster including Saturday and Sunday shifts;
 - (cc) The rate payable pursuant to Clause 7. - Higher Duties calculated on a daily basis, which the employee would have received for ordinary time during the relevant period whether on a shift roster or otherwise.
 - (dd) Any other rate to which the employee is entitled in accordance with his contract of employment for ordinary hours of work; provided that this provision shall not operate so as to include any payment which is of similar nature to or is paid for the same reasons as or is paid in lieu of those payments prescribed by Clause 11. - Overtime, Clause 15. - Special Rates and Provisions, Clause 16. - Car Allowance, Clause 17. - Fares and Travelling Time or Clause 18. - Distant Work of this award, nor any payment which might have become payable to the employee as reimbursement for expenses incurred.
- (c) In addition to the payment prescribed in paragraph (b) hereof, an employee shall receive a loading calculated on the rate of wage prescribed by that paragraph. This loading shall be as follows:
 - (i) Day employee - An employee who would have worked on day work had he not been on leave – a loading of 17 ½ per cent.
 - (ii) Shift employee - An employee who would have worked on shift work had he not been on leave - a loading of 17½ per cent. Provided that where the employee would have received shift loadings prescribed by Clause 12. - Shift Work and, if applicable, payment for work on a regularly rostered sixth shift in not more than one week in any four weeks had he not been on leave during the relevant period and such loadings and payment would have entitled him to a greater amount than the loading of 17½ per cent, then the shift loadings and, if applicable, the payment for the said regularly rostered sixth shift shall be added to the rate of wage prescribed by paragraph

(b)(ii)(aa) hereof in lieu of the 17½ per cent loading. Provided further, that if the shift loadings and, if applicable, the payment for the said regularly rostered sixth shift would have entitled him to a lesser amount than the loading of 17½ per cent then such loading of 17½ per cent shall be added to the rate of wage prescribed by paragraph (b) but not including paragraph (b)(ii)(bb) hereof in lieu of the shift loadings and the said payment.

- Except as provided in paragraph (a) of subclause (6) of this clause, the loading prescribed by this paragraph shall not apply to proportionate leave on termination
- (4) (a) A seven day shift employee, i.e., a shift employee 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.
- (b) Where an employee with 12 months' continuous service is engaged for part of a qualifying twelve-monthly period as a seven day shift employee 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.
- (5) 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.
- (6) (a) 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 clause in respect of that qualifying period, shall be given payment as prescribed in paragraphs (b) and (c) of subclause (3) of this clause in lieu of that leave or, in a case to which subclauses (9), (10) or (11) of this clause applies, in lieu of so much of that leave as has not been allowed 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.
- (b) If, after one month's continuous service in any qualifying twelve monthly period an employee lawfully leaves the employment or the employment is terminated by the employer through no fault of the employee, the employee shall be paid 2.923 hours' pay at the rate of wage prescribed by paragraph (b) of subclause (3) of this clause, divided by thirty-eight, in respect of each completed week of continuous service.
- (7) Any time in respect of which an employee is absent from work except time for which he is entitled to claim sick pay or time spent on holidays or annual leave as prescribed by this award shall not count for the purpose of determining his right to annual leave.
- (8) In the event of an employee being employed by an employer for a portion only of a year, he shall only be entitled, subject to subclause (6) of this clause, to such leave on full pay as is proportionate to his length of service during that period with such employer, and if such leave is not equal to the leave given to the other employees he shall not be entitled to work or pay whilst the other employees of such employer are on leave on full pay.
- (9) Annual leave shall be given and taken in one or two continuous periods. If the annual leave is given in two continuous periods then one of those periods must be at least three consecutive weeks. Provided that if the employer and the employee so agree then the employee's annual leave entitlement may be given and taken in two separate periods, neither of which is of at least three consecutive weeks, or in three separate periods.

Provided further that an employee may, with the consent of his/her employer, take short term annual leave not exceeding five days in any calendar year, at a time or times separate from any periods determined in accordance with this subclause. The employer will endeavour to meet such requests for short term leave wherever possible.

(10) Where an employer closes down his business, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the business, or section or sections concerned, the following provisions shall apply:

(a) He may by giving not less than one month's notice of his intention so to do, stand off for the duration of the close-down all employees in the business or section or sections concerned.

(b) An employer may close down his business for one or two separate periods for the purpose of granting annual leave in accordance with this subclause. If the employer closes down his business in two separate periods one of those periods shall be for a period of at least three consecutive weeks. Provided that where the majority of the employees in the business or section or sections concerned agree, the employer may close down his business in accordance with this subclause in two separate periods neither of which is of at least three consecutive weeks, or in three separate periods. In such cases the employer shall advise the employees concerned of the proposed date of each close down before asking them for their agreement.

(11) (a) An employer may close down his business, or a section or sections thereof for a period of at least three consecutive weeks and grant the balance of the annual leave due to an employee in one continuous period in accordance with a roster.

Provided that by agreement with the majority of employees an employer may close down the plant for a period of at least 14 consecutive days including non-working days and grant the balance of the annual leave due to an employee by mutual arrangement.

(b) An employer may close down his business, or a section or sections thereof for a period of less than three consecutive weeks and allow the balance of the annual leave due to an employee in one or two continuous periods, either of which may be in accordance with a roster. In such a case the granting and taking of annual leave shall be subject to the agreement of the employer and the majority of the employees in the business, or a section or sections thereof respectively

An employee shall not be entitled to claim payment for personal ill health or injury nor will the employee's sick leave entitlement be reduced if such ill health or injury occurs on the week day the employee is to take off duty in accordance with placitum (iii) or (iv) of paragraph (a) of subclause (3) of Clause 10. - Hours of this award.

- (b) Notwithstanding the provisions of paragraph (a) of this subclause an employer may adopt an alternative method of payment of sick leave entitlements where the employer and the majority of the employees so agree.
- (c) Entitlement to payment shall accrue at the rate of one-sixth of a week for each completed month of service with the employer.
- (d) If in the first or successive years of service with the employer an employee is absent on the ground of personal ill health or injury for a period longer than the employee's entitlement to paid sick leave, payment may be adjusted at the end of that year of service, or at the time the employee's services terminate, if before the end of that year of service, to the extent that the employee has become entitled to further paid sick leave during that year of service.

- (e) 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 20. -

25. - BOARD OF REFERENCE

- (1) There shall be a Board of Reference consisting of a Chairman and equal number of employers' and employees' members who shall be appointed pursuant to Section 48 of the Industrial Relations Act 1979 (as amended) and Regulation 25 of the Industrial Relations Commission Regulations 1980.
- (2) The Board of Reference may allow, approve, fix, determine, or deal with -
 - (a) any matter or thing that, under the award, may require to be allowed, approved, fixed, determined or dealt with by a Board of Reference; and
 - (b) any matter or thing arising under or out of the provisions of an award, not involving the interpretation of any such provision, which the Commission may at any time, by order, authorise a Board of Reference to allow, approve, fix, determine or deal with,

in the manner and subject to the conditions specified in the award or order, as the case may be.

26. - BEREAVEMENT LEAVE

- (1) An employee, other than a casual employee, shall on the death within Australia of a wife, husband, father, mother, brother, sister, child or stepchild, be entitled on notice of leave up to and including the day of the funeral of such relation and such leave shall be without deduction of pay for a period not exceeding the number of hours worked by the employee in two ordinary working days. Proof of such death shall be furnished by the employee to the satisfaction of his employer.
- (2) Payment in respect of compassionate leave is to be made only where the worker otherwise would have been on duty and shall not be granted in any case where the employee concerned would have been off duty in accordance with any shift roster or on long service leave, annual leave, sick leave, workers' compensation, leave without pay or on a public holiday.
- (3) For the purpose of this clause the pay of a employee employed on shift work shall be deemed to include any usual shift allowance.

27. - DELETED

28. - WAGES

Group 40A.30 Serviceperson (Special Class)	407.30	51.90
---	--------	-------

- (h) Without limiting the rights of either an employer or the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements:
 - (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
 - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
 - (iii) No employee shall lose income as a result of the change;
 - (iv) The Union must be a party to the Agreement;
 - (v) The Union shall not unreasonably oppose any agreement;
 - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
- (i) Any disputes arising in relation to the implementation of paragraphs (f) and (g) hereof shall be subject to the provisions of Clause 31. - Avoidance of Industrial Dispute, of this Award.
- (j) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited

- (ii) discussions involving the employee/s concerned, the shop steward and the employer representative;
- (iii) discussions involving representatives from the state branch of the union(s) concerned and the employer representatives;
- (iv) discussions involving senior union officials (state secretary) and the senior management representative(s);
- (v) There shall be an opportunity for any party to raise the issue to a higher stage.

- (3) Where it is agreed that a Training Committee be established, such Training Committee shall be constituted by equal numbers of employer and employee representatives and have a charter which

SCHEDULE ONE - SCHEDULE OF RESPONDENTS

Wormald Security Controls

Chubb Alarms (A Division of Chubbs Australia Limited)

Metropolitan Security Services (A Division of Mayne Nickless Limited)

SCHEDULE TWO - NAMED PARTIES TO THE AWARD

Union Party to the Award

Electrical Trades Union WA

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

VARIATION RECORD

ELECTRICAL TRADES

(SECURITY ALARMS INDUSTRY) AWARD 1980

NO. R 27 OF 1979

Delivered 17/11/80 at 60 WAIG 2408
Consolidated at 64 WAIG 1423
Consolidated Sec 93(6) at 76 WAIG 586

CLAUSE NO.	EXTENT OF VARIATION	ORDER NO.	OPERATIVE DATE	GAZETTE REFERENCE
1. Title				
(1A. State Wage Principles)				
	Ins. Cl.	1752/91	31/01/92	72 WAIG 191
	Cl. & Title	1457/93	24/12/93	74 WAIG 198
(1A. State Wage Principles December 1993)				
	Cl. & Title	985/94	30/12/94	75 WAIG 23
(1A. Statement of Principles December 1994)				
	Cl. & Title	1164/95	21/03/96	76 WAIG 911
(1A. Statement of Principles March 1996)				
	Cl & Title	915/96	7/08/96	76 WAIG 3368
(1A Statement of Principles - August 1996)				
	Cl & Title	940/97	14/11/97	77 WAIG 3177
(1A. Statement of Principles - November 1997)				
	Cl & Title	757/98	12/06/98	78 WAIG 2579
(1A. Statement of Principles – June, 1998)				
	Del Cl	609/99	06/07/99	79 WAIG 1847
1B. Minimum Adult Award Wage				
	Ins. 1B	940/97	14/11/97	77 WAIG 3177
	Cl.	1402 & 1405/98	10/09/98	78 WAIG 4332
	Cl	609/99	01/08/99	79 WAIG 1847
	Cl	654/00	01/08/00	80 WAIG 3379
	Cl	752/01	01/08/01	81 WAIG 1721
	Cl.	797/02	01/08/02	82 WAIG 1369
	Cl.	569/03	5/06/03	83 WAIG 1899 & 2168
	(9)	1197/03	1/11/03	83 WAIG 3537
	Cl	570/04	4/06/04	84 WAIG 15211

1A. Title	915/96	7/08/96	76 WAIG 3368
1A	940/97	14/11/97	77 WAIG 3177
Ins. 1B	940/97	14/11/97	77 WAIG 3177
1A	757/98	12/06/98	78 WAIG 2579
Del. 2A, Titles 27 & 30	1402 & 1405/98	10/09/98	78 WAIG 4332
Del 1A.	609/99	06/07/99	79 WAIG 1847
(2A. State Wage Principles - September 1988)			
Ins. Cl.	893/88	22/09/88	69 WAIG 232
Del. Cl.	1940/89	08/09/89	69 WAIG 2913
(2A. State Wage Case Principles - September 1989)			
Ins. Cl.	1760/89(R)	08/05/90	70 WAIG 2271
Del. Cl.	1891/90	28/10/91	71 WAIG 2919
2A. State Wage Case Principles - June 1991			
Ins. Cl.	1891/90	28/10/91	71 WAIG 2919
Del. Cl.	1402 & 1405/98	10/09/98	78 WAIG 4332

3. Area and Scope

Cl.	749/87 Sch. A	22/12/87	68 WAIG 465
Ins. (1)(b)(v), (1)(c); (3)(e),(3)(g)	749/87 Sch. B	22/12/87	68 WAIG 465

11. Overtime

(3)(g)	110/84	30/07/84	64 WAIG 1550
(g).	242/85	29/05/85	65 WAIG 811
(3)(g)	992/85	19/12/85	66 WAIG 535
(3)(g)	681/86	22/09/86	66 WAIG 1650
Cl.	749/87 Sch. A	22/12/87	68 WAIG 465
New para - (3)(i)(i)	749/87 Sch. B	22/12/87	68 WAIG 465
(3)(f)	893/88	22/09/88	69 WAIG 232
(3)(f)	1760/89(R)	08/05/90	70 WAIG 2271
(3)(f)	1667/90	04/12/90	71 WAIG 107
(3)(f)	1891/90	28/10/91	71 WAIG 2919
(3)(f)	1140/92	15/10/92	72 WAIG 2573
(3)(f)	1308/93	11/11/93	73 WAIG 3424
(3)(f)	270/95	22/08/95	75 WAIG 2570
(3)(f)	1582A/96	12/09/97	77 WAIG 2718
(3)(f)	1282/00	08/12/00	81 WAIG 652
(3)(f)	1598/01	15/11/01	81 WAIG 3070
(3)(f)	1884/02	10/2/03	83 WAIG 685
(3)(f)	138/04	25/05/04	84 WAIG 1366
(3)(f)	1208/04	10/12/04	85 WAIG 548
(3)(f)	778/05	19/09/05	85 WAIG 3518
(3)(f)	83/06	02/11/06	86 WAIG 3173
(3)(f)	87/07	26/09/07	87 WAIG 2819
(3)(f)	29/08	02/10/08	88 WAIG 1999
(3)(f)	62/09	11/12/09	90 WAIG 20
(3)(f)	17/11	16/5/11	91 WAIG 916
(3)(f)	45/12	26/09/12	92 WAIG 1730
(3)(f)	65/13	03/02/14	94 WAIG 81
(3)(f)	39/14	09/12/14	94 WAIG 1874

(3)(f)	136/15	05/11/15	95 WAIG 1829
--------	--------	----------	--------------

12. Shift Work

Cl.	749/87 Sch. A	22/12/87	68 WAIG 465
-----	---------------	----------	-------------

13. Payment of Wages

Cl.	749/87 Sch. A	22/12/87	68 WAIG 465
-----	---------------	----------	-------------

(6)	749/87 Sch. B	22/12/87	68 WAIG 465
-----	---------------	----------	-------------

14. Time and Wages Record

Ins.Txt	2053(1)/97	22/11/97	77 WAIG 3138
---------	------------	----------	--------------

Ins text.	491/98	16/04/98	78 WAIG 1471
-----------	--------	----------	--------------

15. Special Rates and Provisions

Cl.	110/84	30/07/84	64 WAIG 1550
-----	--------	----------	--------------

(1) - (4),(13) - (14)	242/85	29/05/85	65 WAIG 811
-----------------------	--------	----------	-------------

(1)-(2),(3) - (4),(13) - (14)	992/85	19/12/85	66 WAIG 535
-------------------------------	--------	----------	-------------

(1)-(2),(3) - (4),(13) - (14)	681/86	22/09/86	66 WAIG 1650
-------------------------------	--------	----------	--------------

(1)-(4),(6),(13)-(14)	893/88	22/09/88	69 WAIG 232
-----------------------	--------	----------	-------------

(1)-(4),(6),(13)-(14)	1760/89 [Ⓞ]	08/05/90	70 WAIG 2271
-----------------------	----------------------	----------	--------------

(1)-(4),(6),(13)-(14)	567/90(R2) & 1264/90	20/02/91	71 WAIG 987
-----------------------	----------------------	----------	-------------

(1)-(4),(13)-(14)	1891/90	28/10/91	71 WAIG 2919
-------------------	---------	----------	--------------

(3)	1582A/96	12/09/97	77 WAIG 2718
-----	----------	----------	--------------

(1)-(4), (6), (13) - (14)	1402 & 1405/98	10/09/98	78 WAIG 4332
---------------------------	----------------	----------	--------------

(1)-(4), (6), (13) - (14)	1282/00	08/12/00	81 WAIG 652
---------------------------	---------	----------	-------------

(1)-(15)	1598/01	15/11/01	81 WAIG 3070
----------	---------	----------	--------------

(1)-(15)	1884/02	10/02/03	83 WAIG 685
----------	---------	----------	-------------

(1)-(15)	138/04	25/05/04	84 WAIG 1366
----------	--------	----------	--------------

(1)-(15)	1208/04	10/12/04	85 WAIG 548
----------	---------	----------	-------------

(1)-(4), (6), (13), -(14)	778/05	19/09/05	85 WAIG 3518
---------------------------	--------	----------	--------------

(1)-(4), (6), (13) - (14)	83/06	02/11/06	86 WAIG 3173
---------------------------	-------	----------	--------------

(1)-(4), (6), (13) - (14)	87/07	26/09/07	87 WAIG 2819
---------------------------	-------	----------	--------------

(1)-(4), (6), (13) - (14)	29/08	02/10/08	88 WAIG 1999
---------------------------	-------	----------	--------------

(1)-(4),(6),(13)-(14)	62/09	11/12/09	90 WAIG 20
-----------------------	-------	----------	------------

(1)-(4), (6), (13)-(14)	17/11	16/5/11	91 WAIG 916
-------------------------	-------	---------	-------------

(1)-(4), (6), (13) - (14)	45/12	26/09/12	92 WAIG 1730
---------------------------	-------	----------	--------------

(1)-(4), (6), (13) - (14)	65/13	03/02/14	94 WAIG 81
(1) - (4), (6), (13) - (14)	39/14	09/12/14	94 WAIG 1874
(1) - (4), (6), (13) - (14)	136/15	05/11/15	95 WAIG 1829

16. Car Allowance

(3)	110/84	30/07/84	64 WAIG 1550
(3)	242/85	29/05/85	65 WAIG 811
(3)	992/85	19/12/85	66 WAIG 535
(3)	1465(A)/88	20/01/89	70 WAIG 3194
(3)	1667/90	04/12/90	71 WAIG 107
(3)	1891/90	28/10/91	71 WAIG 2919
(3)	1140/92	15/10/92	72 WAIG 2573
(3)	1308/93	11/11/93	73 WAIG 3424
(3)	270/95	22/08/95	75 WAIG 2570
(3)	1582A/96	12/09/97	77 WAIG 2718
(3)	1282/00	08/12/00	81 WAIG 652
(3)	1598/01	15/11/01	81 WAIG 3070
(3)	138/04	25/05/04	84 WAIG 1366
(3)	1208/04	10/12/04	85 WAIG 548
(3)	778/05	19/09/05	85 WAIG 3518
(3)	83/06	02/11/06	86 WAIG 3173
(3)	87/07	26/09/07	87 WAIG 2819
(3)	29/08	02/10/08	88 WAIG 1999
(3)	45/12	26/09/12	92 WAIG 1730
(3)	65/13	03/02/14	94 WAIG 81
(3)	39/14	09/12/14	94 WAIG 1874

17. Fares and Travelling Time

18. Distant Work

(4)-(5)	110/84	30/07/84	64 WAIG 1550
(5)	30/85	20/03/85	65 WAIG 679

(4)	242/85	29/05/85	65 WAIG 811
(4)-(5)	681/86	22/09/86	66 WAIG 1650
(4)-(5)	893/88	22/09/88	69 WAIG 232
(4)-(5)	1465(A)/88	20/01/89	70 WAIG 3194
(4)-(5)	1760/89(R)	08/05/90	70 WAIG 2271
(4)-(5)	1667/90	04/12/90	71 WAIG 107
(4)-(5)	1891/90	28/10/91	71 WAIG 2919
(4)-(5)	1140/92	15/10/92	72 WAIG 2573
(4)-(5)	1308/93	11/11/93	73 WAIG 3424
(4)-(5)	270/95	22/08/95	75 WAIG 2570
(4)-(5)	1582A/96	12/09/97	77 WAIG 2718
(4)-(5)	1282/00	08/12/00	81 WAIG 652
(4)-(5)	1598/01	15/11/01	81 WAIG 3070
(4)-(5)	138/04	25/05/04	84 WAIG 1366
(4)-(5)	1208/04	10/12/04	85 WAIG 548
(4)-(5)	778/05	19/09/05	85 WAIG 3518
(4)-(5)	83/06	02/11/06	86 WAIG 3173
(4)-(5)	87/07	26/09/07	87 WAIG 2819
(4)-(5)	29/08	02/10/08	88 WAIG 1999
(4)-(5)	45/12	26/09/12	92 WAIG 1730
(4)-(5)	65/13	03/02/14	94 WAIG 81
(4) - (5)	39/14	09/12/14	94 WAIG 1874

19. Location Allowances

Cl.	397/85	01/07/85	65 WAIG 1349
Cl.	409/86	01/07/86	66 WAIG 1149
Cl.	603/87	01/07/87	67 WAIG 1094
Cl.	1353/87	01/01/88	68 WAIG 996
Cl.	517/89	01/07/88	68 WAIG 1686
Cl.	834/89	01/07/89	69 WAIG 3217
Cl.	778 & 1065/90	01/07/90	70 WAIG 2995
(1)	1049/91	01/07/91	71 WAIG 2753

Cl.	851/92	01/07/92	72 WAIG 2498
Cl.	943/93	01/07/93	73 WAIG 1989
Cl.	714/94	01/07/94	74 WAIG 1869
Cl.	641/95	01/07/95	75 WAIG 2125
Cl.	911/96	01/07/96	76 WAIG 3365
Cl.	1400/97	01/07/97	77 WAIG 2547
Cl.	975/98	01/07/98	78 WAIG 2999
Cl.	690/99	01/07/99	79 WAIG 1843
Cl.	1050/00	01/08/00	80 WAIG 3153
Cl.	718/01	01/08/01	81 WAIG 1559
Cl.	686/02	01/07/02	82 WAIG 1185
Cl.	570/03	01/07/03	83 WAIG 1657
Cl.	696/04	01/07/04	84 WAIG 2145
Cl.	458/05	01/07/05	85 WAIG 1893
Cl.	59/06	01/07/06	86 WAIG 1471
Cl.	53/07	01/07/07	87 WAIG 2435
Cl.	9/08	01/07/08	88 WAIG 689
Cl.	24/09	01/07/09	89 WAIG 729
Cl.	24/09	01/07/09	89 WAIG 2483
Cl.	117/10	01/07/10	90 WAIG 561
Cl.	24/11	01/07/11	91 WAIG 995
Cl.	6/12	01/07/12	92 WAIG 725
Cl.	7/13	01/07/13	93 WAIG 461
Cl.	11/14	01/07/14	94 WAIG 669
Cl.	118/15	01/07/15	95 WAIG 700
Cl.	15/16	01/07/16	96 WAIG 631
Cl.	20/17	01/07/17	97 WAIG 585
Cl.	20/18	01/07/18	98 WAIG 415
Cl.	24/19	01/07/19	99 WAIG 615

20. Holidays and Annual Leave

(6)(b)	749/87 Sch. A	22/12/87	68 WAIG 465
--------	---------------	----------	-------------

New para – (9) &	567/90(R2)		
New para – (11)(a)	& 1264/90	20/02/91	71 WAIG 987
Del (6)(c)	1582A/96	12/09/97	77 WAIG 2718

21. Absence Through Sickness

Cl.	749/87 Sch. A	22/12/87	68 WAIG 465
-----	---------------	----------	-------------

22. Long Service Leave

23. Representative Interviewing Employees

Ins.Txt	2053(1)/97	22/11/97	77 WAIG 3138
---------	------------	----------	--------------

24. Posting of Award and Union Notices

25. Board of Reference

(1)

28. Wages

(3)-(4)

110/84

30/07/84

Cl	1/09	01/10/09	89 WAIG 735 & 1461
(3)-(5)	62/09	11/12/09	90 WAIG 20
Cl	2/10	01/07/10	90 WAIG 568 & 952
(3)-(5)	17/11	16/5/11	91 WAIG 916
Cl	2/11	01/07/11	91 WAIG 1008 & 1343
Cl	2/12	01/07/12	92 WAIG 1165
(3) - (5)	45/12	26/09/12	92 WAIG 1730
Cl.	1/13	01/07/13	93 WAIG 837
(3) – (5)	65/13	03/02/14	94 WAIG 81
Cl.	1/14	01/07/14	94 WAIG 1057
(3) – (5)	39/14	09/12/14	94 WAIG 1874
Cl.	1/15	01/07/15	95 WAIG 1045
(3) – (5)	136/15	05/11/15	95 WAIG 1829
Cl.	1/16	01/07/16	96 WAIG 895
Cl.	1/17	01/07/17	97 WAIG 961
Cl.	1/18	01/07/18	98 WAIG 263 & 672
Cl	1/19	01/07/19	99 WAIG 509 & 983

29. No Reduction

(30. No Extra Claims)

Del. Cl.	749/87 Sch. B	22/12/87	68 WAIG 465
----------	---------------	----------	-------------

(First Schedule - 38 Hour Week Provisions)

Cl. 6 - (3)(f)	110/84	30/07/84	64 WAIG 1550
Cl. 6 - (3)(f)	242/85	29/05/85	65 WAIG 811
Cl. 6 - (3)(f)	992/85	19/12/85	66 WAIG 535
Cl. 6 - (3)(f)	681/86	22/09/86	66 WAIG 1650
Cl. 6 - (3)(e)	1114/86	02/06/87	67 WAIG 1158
Del. Sched.	749/87 Sch. A	22/12/87	68 WAIG 465

(30. Junior Employees - Special Order)

Cl. 30 cancelled	1333/87	16/12/87	65 WAIG 1331
Ins. Cl.	749/87 Sch. B	22/12/87	68 WAIG 465
Cl. & title	1402 & 1405/98	10/09/98	78 WAIG 4332

30. Deleted

31. Avoidance of Industrial Disputes

Ins. Cl.	749/87 Sch. B	22/12/87	68 WAIG 465
----------	---------------	----------	-------------

32. Part Time Employment

Ins. Cl.	749/87 Sch. B	22/12/87	68 WAIG 465
----------	---------------	----------	-------------

33. Liberty to Apply

Ins. Cl.	749/87 Sch. B	22/12/87	68 WAIG 465
----------	---------------	----------	-------------

34. Training

Ins. Cl.	567/90(R2)& 1264/90	20/02/91	71 WAIG 987
(4)(a)	1582A/96	12/09/97	77 WAIG 2718

Appendix - Resolution of Disputes Requirements

Ins. Appendix	693/96	16/07/96	76 WAIG 2768
App	2053/97	22/11/97	77 WAIG 3079

(Schedule of Respondents)

Renamed Sch.	744(A)/93	03/06/93	73 WAIG 2102
--------------	-----------	----------	--------------

Schedule One - Schedule of Respondents

Schedule Two - Named Parties To The Award

Ins. Sch.	744(A)/93	03/06/93	73 WAIG 2102
Sch.	1582A/96	12/09/97	77 WAIG 2718
Sch.	136/15	05/11/15	95 WAIG 1829

Appendix - S.49B - Inspection of Records Requirements

Ins. Appendix	694/96	16/07/96	76 WAIG 2789
---------------	--------	----------	--------------

