

Teachers' Aides' Award, 1979

1. - TITLE

This award shall be known as the Teachers' Aides' Award, 1979 and shall replace Award No. 8 of 1977 and Agreement No. 24 of 1972.

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$708.90 per week payable on and from the commencement of the first pay period on or after 1 July 2017.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
- (5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the Minimum Conditions of Employment Act 1993.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2017 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise 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, an apprentice, 21 years of age or more, shall not be paid less than \$607.60 per week on and from the commencement of the first pay period on or after 1 July 2017.
- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003

2. - ARRANGEMENT

- 1. Title
- 1B. Minimum Adult Award Wage
- 2. Arrangement
- 3. Area
- 4. Scope
- 5. Term
- 6. Hours
- 7. Holidays
- 8. Annual Leave Loading
- 9. Sick Leave
- 10. Contract of Service
- 11. Part-Time Workers
- 12. Long Service Leave
- 13. Conditions and Allowances
- 14. Wages
- 15. Residential Camps
- 16. Rest Pauses and Meal Break
- 17. Definitions

Appendix - Resolution of Disputes Requirement
Schedule A - Parties to the Award
Schedule B - Respondents
Schedule C - Liberty to Apply

3. - AREA

This award shall have effect throughout the State of Western Australia.

4. - SCOPE

This award shall be binding on Teachers' Aides employed by the Minister for Education in any school, in any of the classifications referred to in clause 14. - Wages, of this award.

5. - TERM

This award shall be for a period of one year from the date hereof.

6. - HOURS

- (1) Except as provided elsewhere, the ordinary hours of work shall be 32.5 per week to be worked between Monday and Friday inclusive.
- (2) In the case of employees at pre-schools, the ordinary hours of work shall be 29.25 per week to be worked between Monday and Friday inclusive.
- (3)
 - (a) Where the nature of the work requires the ordinary hours of work to be longer than 32.5 or 29.25 as the case may be, the employer and the Union may agree to the ordinary hours of work being up to but not exceeding 38 per week.
 - (b) Provided that where an employee is employed on both bus and classroom duties the ordinary hours of work may not exceed 42 per week.
- (4) Hours worked in excess of 38 per week in the case of employees without bus duties or in excess of 42 per week in the case of employees specified in subclause (3)(b) of this clause, shall be paid at overtime rates as specified in Clause 14. - Wages of this Award.

7. - HOLIDAYS

- (1) A worker shall not be required to present herself for duty on any day on which the school at which she is employed is not open.
- (2) Subject to the provisions of subclause (4) of this clause each worker shall be paid her ordinary wages for any day on which she is relieved of the obligation to present herself for work.
- (3) Any worker required to work on any day observed as a school holiday shall be paid for the time worked at the rate of double time and one half.
- (4) An employee who works for a minimum of four continuous weeks but less than a full school year shall be entitled to payment at the ordinary rate of pay for or in lieu of the Christmas and term vacation periods related to that school year on the basis of 9.75 hours' pay for each week the employee was employed to actually work in the school.

Where an employee has been justifiably dismissed for misconduct, there will be no entitlement for payment in respect of the period from the first day of the school term in which the misconduct for which the employee was dismissed occurred.

- (5) An employee who is absent from work on leave without pay shall lose entitlement to payment at the ordinary rate of pay for or in lieu of the Christmas and term vacation periods in accordance with the following table.

| | <u>Working Days Absent</u> | <u>Vacation Days Lost</u> |
|-----|----------------------------|---------------------------|
| 0 | - | 4 |
| 5 | - | 9 |
| 10 | - | 19 |
| 20 | - | 34 |
| 35 | - | 49 |
| 50 | - | 69 |
| 70 | - | 89 |
| 90 | - | 109 |
| 110 | - | 129 |
| 130 | - | 149 |
| 150 | - | 169 |
| 170 | - | 189 |
| 190 | - | 199 |
| 200 | | Over |

8. - ANNUAL LEAVE LOADING

- (1) An annual leave loading shall be included in the last payment of ordinary wages made prior to Christmas Day or in the event of a termination prior to the end of the school year in the final payment made to the worker.
- (2) Subject to subclause (3) of this clause, the annual leave loading shall be 17.5% of four weeks' wages at the rate of pay applicable at the time of payment.
- (3) Where a worker is employed for less than the full school year, the annual leave loading shall be paid on a pro rata basis in the same proportion as the number of weeks which the worker was employed to actually work in the school bears to the number of weeks in the same school year.

9. - SICK LEAVE

- (1)
 - (a) A worker shall be entitled to payment for non-attendance on the ground of personal ill health or injury at the rate of one day's pay for each four weeks which the worker was employed to actually work in the school.
 - (b) The unused portion of the entitlement prescribed in paragraph (a) hereof in any accruing year shall be allowed to accumulate and may be availed of in the next or any succeeding year.
 - (c) Payment hereunder may be adjusted at the end of each accruing year, or at the time the worker leaves the service of the employer, in the event of the worker being entitled by service subsequent to the incapacity in that year to a greater allowance than that made at the time the incapacity occurred.
- (2) This clause shall not apply when a worker is entitled to compensation under the Workers' Compensation Act, 1912.
- (3) No worker shall be entitled to the benefits of this clause unless she produces proof to the satisfaction of the employer or the employer's representative of such incapacity, provided that the employer shall not be entitled to a medical certificate for absence of less than three consecutive working days unless the total of such absences exceed five days in any one accruing year.
- (4) No payment shall be made for any absence due to the worker's own fault, neglect or misconduct.

10. - CONTRACT OF SERVICE

- (1) The contract of employment of every worker shall be a weekly contract terminable by one week's notice on either side. In the event of the employer or a worker not giving the required notice one week's wages shall be either paid or forfeited.
- (2) The provisions of subclause (1) of this clause shall not affect the right of the employer to dismiss a worker without notice for misconduct in which case wages shall be paid up to the time of dismissal.
- (3) An employer may direct an employee to carry out such duties as are within the limits of the employees skill, competence and training, including work which is incidental or peripheral to the employee's main tasks or functions.

11. - PART-TIME WORKERS

- (1) Notwithstanding anything contained in this award workers may be regularly employed to work less hours per week than are prescribed in Clause 6. - Hours.

- (2) A part time worker employed under the provisions of this clause shall receive payment for sick leave and long service leave on a pro rata basis in the proportion which their hours of work bear to the hours fixed by Clause 6 of this award.

12. - LONG SERVICE LEAVE

The conditions governing the granting of long service leave to government wages employees generally shall apply to workers covered by this award. Provided that any day referred to in Clause 7. - Holidays of this award, on which the worker is relieved of the obligation to present herself for work shall be deemed to be 'service' for the purpose of those conditions.

13. - CONDITIONS AND ALLOWANCES

The provisions of the Miscellaneous Government Conditions and Allowances Award No. A4 of 1992 shall apply mutatis mutandis to all employees covered by this award.

14. - WAGES

- (1) (a) The total minimum hourly award rate payable to employees covered by this award operative on and from the commencement of the first pay period on or after 1 July 2017.

| | Base Rate (Per Hour) | Arbitrated Safety Net Adjustments (Per Hour) | Minimum Award Rate (Per Hour) |
|---------|-------------------------|--|-------------------------------------|
| | \$ | \$ | \$ |
| Step 1 | 9.35 | 11.09 | 20.44 |
| Step 2 | 9.54 | 11.10 | 20.64 |
| Step 3 | 9.74 | 11.11 | 20.85 |
| Step 4 | 9.98 | 11.13 | 21.11 |
| Step 5 | 10.27 | 11.14 | 21.41 |
| Step 6 | 10.64 | 11.16 | 21.80 |
| Step 7 | 10.95 | 11.18 | 22.13 |
| Step 8 | 10.71 | 11.16 | 21.87 |
| Step 9 | 11.02 | 11.18 | 22.20 |
| Step 10 | 11.33 | 11.20 | 22.53 |
| Step 11 | 11.63 | 11.21 | 22.84 |
| Step 12 | 11.82 | 11.23 | 23.05 |
| Step 13 | 11.96 | 11.23 | 23.19 |

Progression along the wages scale shall be by annual increment.

Level One

Aboriginal Education Workers in Aboriginal Schools, Early Childhood Education or Transport.

Teachers Aides in Junior Primary Schools, Pre-primary Schools or Pre-schools.

Bus Wardens

Step 1 to Step 4, inclusive

| | | | |
|--------|------|-------|-------|
| Step 1 | 9.35 | 11.09 | 20.44 |
| Step 2 | 9.54 | 11.10 | 20.64 |
| Step 3 | 9.74 | 11.11 | 20.85 |
| Step 4 | 9.98 | 11.13 | 21.11 |

Level Two

Aboriginal Education Workers in Aboriginal Schools, or Early Childhood Education where the required in-service training has been completed.

Teacher Aide in Education Support Units.

Step 2 to Step 5, inclusive.

| | | | |
|--------|-------|-------|-------|
| Step 2 | 9.54 | 11.10 | 20.64 |
| Step 3 | 9.74 | 11.11 | 20.85 |
| Step 4 | 9.98 | 11.13 | 21.11 |
| Step 5 | 10.27 | 11.14 | 21.41 |

Level Three

Aboriginal Education Workers where a basic child care course has been completed.

Special Aboriginal Education Worker placements in Secondary Schools.

Teacher Aide in Education Support Centres.

Step 4 to Step 7, inclusive.

| | Base Rate (Per Hour) | Arbitrated Safety Net Adjustments (Per Hour) | Minimum Award Rate (Per Hour) |
|--------|-------------------------|--|-------------------------------------|
| | \$ | \$ | \$ |
| Step 4 | 9.98 | 11.13 | 21.11 |
| Step 5 | 10.27 | 11.14 | 21.41 |
| Step 6 | 10.64 | 11.16 | 21.80 |
| Step 7 | 10.95 | 11.18 | 22.13 |

Level Four

Aboriginal Education Workers on satisfactory completion of the first year of Aboriginal Teachers' Training Course.

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union.

Ethnic Aides,

Regional Kindergarten Aides,

Rural Integration Programme Aides,

Teacher Aides in Education Support Schools.

Step 8 to Step 11, inclusive.

| | | | |
|---------|-------|-------|-------|
| Step 8 | 10.71 | 11.16 | 21.87 |
| Step 9 | 11.02 | 11.18 | 22.20 |
| Step 10 | 11.33 | 11.20 | 22.53 |
| Step 11 | 11.63 | 11.21 | 22.84 |

Teachers' Aides in Education Support Schools, Regional Kindergarten Assistants or Ethnic Aides who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union; and who have completed four years of service, or equivalent.

| | | | |
|---------|-------|-------|-------|
| Step 12 | 11.82 | 11.23 | 23.05 |
|---------|-------|-------|-------|

Level Five

Aboriginal Education Workers on satisfactory completion of the second year of Aboriginal Teachers' Training Course.

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications approved by the Minister as being appropriate after consultation with the Union.

| | | | |
|---------|-------|-------|-------|
| Step 13 | 11.96 | 11.23 | 23.19 |
|---------|-------|-------|-------|

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

15. - RESIDENTIAL CAMPS

Teachers' Aides who attend residential camps in the course of their employment shall be paid ten hours' pay at the ordinary rate of pay for each day while attending such camp in lieu of the payment the Aide would have received for working her ordinary hours.

The terms of this clause do not apply to Aides employed in SPERC Units on a 38-hour week.

16. - REST PAUSES AND MEAL BREAK

- (1) All workers shall be allowed a tea break of ten minutes daily between the second and third hour from starting time each day. Such tea break shall be counted as time worked: Provided that such workers responsible for supervising children continue such supervision during the said tea break.
- (2) All workers shall be allowed a meal break of not less than thirty minutes nor more than one hour between the hours of twelve noon and 2 p.m. Such time shall not count as time worked.

17. - DEFINITIONS

In this award the following words and phrases shall mean:

"School" - any pre-school, pre-primary centre, primary school, secondary school, technical college or technical school.

"School Year" - that part of a calendar year from and including the first day in that year on which that school opens for attendance of teachers to and including the last day in that year that such school is open for that purpose.

"Aboriginal School" and "Special School" shall have the same meaning as they had at 1st July, 1984.

"Aboriginal Education Worker" shall mean "Teachers Aide" for all purposes of the award.

"Casual Employee" means an employee who is engaged to work for less than four weeks.

APPENDIX - RESOLUTION OF DISPUTES REQUIREMENT

- (1) This Appendix is inserted into the award/industrial agreement as a result of legislation which came into effect on 16 January 1996 (Industrial Relations Legislation Amendment and Repeal Act 1995) and further varied by legislation which came into effect on 23 May 1997 (Labour Relations Legislation Amendment Act 1997).
- (2) Subject to this appendix, and in addition to any current arrangements the following procedures shall apply in connection with questions, disputes or difficulties arising under this award/industrial agreement.
 - (a) The persons directly involved, or representatives of person/s directly involved, shall discuss the question, dispute or difficulty as soon as is practicable.
 - (b)
 - (i) If these discussions do not result in a settlement, the question, dispute or difficulty shall be referred to senior management for further discussion.
 - (ii) Discussions at this level will take place as soon as practicable.
- (3) The terms of any agreed settlement should be jointly recorded.
- (4) Any settlement reached which is contrary to the terms of this award/industrial agreement shall not have effect unless and until that conflict is resolved to allow for it.
- (5) Nothing in this appendix shall be read so as to exclude an organisation party to or bound by the award/industrial agreement from representing its members.
- (6) Any question, dispute or difficulty not settled may be referred to the Western Australian Industrial Relations Commission provided that with effect from 22 November 1997 it is required that persons involved in the question, dispute or difficulty shall confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission..

SCHEDULE A - PARTIES TO THE AWARD

The following organisation is a party to this award:

The Australian Liquor, Hospitality and Miscellaneous Workers Union, Western Australian Branch.

(EDIT SCH)

SCHEDULE B - RESPONDENTS

- (1) The Minister for Education,
10th Floor
214 St George's Terrace
PERTH WA 6000

SCHEDULE C - LIBERTY TO APPLY

Liberty is reserved to the unions to apply to the Western Australian Industrial Commission to amend this award with respect to Long Service Leave, Maternity Leave, Location Allowances and Bereavement Leave.

The Liberty reserved to the unions may be exercised unconditionally following any relevant award variation or other decision of the Commission.

VARIATION RECORD

TEACHERS' AIDES' AWARD, 1979

NO. 4 OF 1979

Delivered 5/10/79 at 59 WAIG 1363

Consolidated s93(6) 3/3/83 at 63 WAIG 399

Consolidated s93(6) 09/06/94 at 74 WAIG 1621

| CLAUSE NO. | EXTENT VARIATION | OF 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. & Title | 609/99 | 06/07/99 | 79 WAIG 1843 |
|------------------|--------|----------|--------------|

1B. Minimum Adult Award Wage

| | | | |
|-----------------------------------|---------|----------|------------------------|
| Ins. 1B | 940/97 | 14/11/97 | 77 WAIG 3177 |
| Cl. | 1045/98 | 20/07/98 | 78 WAIG 3565 |
| (2),(3),(5) & (8) rates & text | 609/99 | 01/08/99 | 79 WAIG 1843 |
| Cl. | 654/00 | 01/08/00 | 80 WAIG 3379 |
| Cl. | 752/01 | 01/08/01 | 81 WAIG 1721 |
| Cl. | 957/02 | 01/08/02 | 82 WAIG 1369 |
| Cl. | 569/03 | 5/06/03 | 83 WAIG 1899 & 2646 |
| (9) | 1197/03 | 1/11/03 | 83 WAIG 3537 |
| Cl. | 570/04 | 4/06/04 | 84 WAIG 1521 |
| Cl. | 576/05 | 7/07/05 | 85 WAIG 2083, 2876 |
| Cl. | 957/05 | 7/07/06 | 86 WAIG 1631 & 2392 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 2323 |
| Cl. | 115/07 | 01/07/08 | 88 WAIG 773 &1523 |
| Cl. | 1/09 | 01/10/09 | 89 WAIG 735 & 1955 |
| Cl. | 2/10 | 01/07/10 | 90 WAIG 568 & 1337 |
| Cl. | 2/11 | 01/07/11 | 91 WAIG 1008 & 1735 |
| Cl. | 2/12 | 01/07/12 | 92 WAIG 1484 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 1151 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 1365 |
| Cl. | 1/15 | 01/07/15 | 95 WAIG 1331 |

| | | | |
|-----|------|----------|--------------|
| Cl. | 1/16 | 01/07/16 | 96 WAIG 1182 |
| Cl. | 1/17 | 01/07/17 | 97 WAIG 1247 |

2. Arrangement

| | | | |
|----------------------------------|------------------|----------|--------------|
| Ins 20 | 111/80 | 21/01/80 | 60 WAIG 566 |
| 15 | 168/80 | 20/10/80 | 61 WAIG 153 |
| Ins 2122 & 23 | 860/85 | 18/12/85 | 66 WAIG 236 |
| Ins 1A | 1752/91 | 31/01/92 | 72 WAIG 191 |
| 20 | 1041/92 | 18/02/93 | 73 WAIG 570 |
| Del App I – II. Ins Sch A - C | 585/93 | 30/04/93 | 73 WAIG 1673 |
| Cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |
| Cl | 1430/92 corr. | 27/05/93 | 73 WAIG 1924 |
| 1A Title | 1457/93 | 24/12/93 | 74 WAIG 198 |
| 1A Title | 985/94 | 30/12/94 | 75 WAIG 23 |
| 1A. Title | 1164/95 | 21/03/96 | 76 WAIG 911 |
| Ins. Appendix – Resolution... | 693/96 | 16/07/96 | 76 WAIG 2768 |
| 1A. Title | 915/96 | 07/08/96 | 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. 1A | 609/99 | 06/07/99 | 79 WAIG 1843 |

3. Area

4. Scope

5. Term

6. Hours

| | | | |
|----|----------|----------|--------------|
| Cl | 148/85 | 24/09/85 | 66 WAIG 732 |
| Cl | 188/90R2 | 10/05/90 | 70 WAIG 1762 |

7. Holidays

| | | | |
|------------|---------|----------|--------------|
| (4),Ins(5) | 148/85 | 24/09/85 | 66 WAIG 732 |
| (4) | 1443/89 | 10/10/89 | 69 WAIG 3585 |

8. Annual Leave Loading

9. Sick Leave

10.Contract of Service

| | | | |
|---------|---------|----------|--------------|
| Ins (3) | 1430/92 | 27/05/93 | 73 WAIG 1542 |
|---------|---------|----------|--------------|

11. Part-Time Workers

12. Long Service Leave

(13. Payment of Wages)

| | | | |
|------------|---------|----------|--------------|
| Cl | 1443/89 | 10/10/89 | 69 WAIG 3585 |
| Cl & title | 1430/92 | 27/05/93 | 73 WAIG 1542 |

13. Conditions and Allowances

14. Wages

| | | | |
|---------------------------|----------|----------|------------------------|
| Cl | 328/82 | 28/05/82 | 62 WAIG 1755 |
| Cl | 1135/82 | 26/01/84 | 64 WAIG 487 |
| Cl | 658/84 | 09/10/84 | 64 WAIG 1992 |
| (3),(4),(5)&Ins(7) | 148/85 | 24/09/85 | 66 WAIG 732 |
| Cl | 1034/88 | 22/09/88 | 69 WAIG 1132 |
| Cl | 1443/89 | 10/10/89 | 69 WAIG 3585 |
| Cl | 188/90R2 | 10/05/90 | 70 WAIG 1762 |
| Cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |
| Cl. | 1613/93 | 27/05/94 | 74 WAIG 2365 |
| Cl. | 1159/94 | 16/06/95 | 75 WAIG 2322 |
| (1) | 385/96 | 16/07/96 | 76 WAIG 2844 |
| Rates & Ins. Text | 940/97 | 14/11/97 | 77 WAIG 3177 |
| (1)(a);ins. (1)(c)&(d) | 1045/98 | 20/07/98 | 78 WAIG 3565 |
| Rates, (d) insert text | 609/99 | 01/08/99 | 79 WAIG 1843 |
| Cl. | 654/00 | 01/08/00 | 80 WAIG 3379 |
| Cl. | 752/01 | 01/08/01 | 81 WAIG 1721 |
| Cl. | 569/03 | 5/06/03 | 83 WAIG 1899 & 2646 |
| Cl. | 570/04 | 4/06/04 | 84 WAIG 1521 & 2059 |
| Cl. | 576/05 | 7/07/05 | 85 WAIG 2083, 2876 |
| Cl. | 957/05 | 7/07/06 | 86 WAIG 1631 & 2392 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 2323 |

| | | | |
|-----|--------|----------|------------------------|
| Cl. | 115/07 | 01/07/08 | 88 WAIG 773 &1523 |
| Cl. | 1/09 | 01/10/09 | 89 WAIG 735 & 1955 |
| Cl. | 2/10 | 01/07/10 | 90 WAIG 568 & 1337 |
| Cl | 2/11 | 01/07/11 | 91 WAIG 1008 & 1735 |
| Cl | 2/12 | 01/07/12 | 92 WAIG 1484 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 1151 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 1365 |
| Cl. | 1/15 | 01/07/15 | 95 WAIG 1331 |
| Cl. | 1/16 | 01/07/16 | 96 WAIG 1182 |
| Cl. | 1/17 | 01/07/17 | 97 WAIG 1247 |

(Editor's Note: ASNA rate ÷ by 32.5 hours & discounted by factor of 48.5/52. Ref decision APPL 558/1989, 71 WAIG 188)

(15 Preference to Unionists)

| | | | |
|------------|--------|----------|-------------|
| Cl & title | 168/80 | 20/10/80 | 61 WAIG 153 |
|------------|--------|----------|-------------|

15. Residential Camps

16. Rest Pauses and Meal Break

(17. Bereavement Leave)

| | | | |
|--------|---------|----------|--------------|
| (1) | 551/87 | 18/06/87 | 67 WAIG 1199 |
| Del cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |

(18. District Allowances)

| | | | |
|-----------------------------|--------|----------|--------------|
| Gen/Ord - Dist All table | 241/91 | 01/01/90 | 71 WAIG 2007 |
|-----------------------------|--------|----------|--------------|

| | | | |
|--------------------------|---------|----------|--------------|
| Corrected Order | 241/91 | 01/01/90 | 71 WAIG 2008 |
| Gen/Ord - Dist All table | 280/91 | 01/01/91 | 71 WAIG 2007 |
| Corrected Order | 280/91 | 01/01/91 | 71 WAIG 2008 |
| Del cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |

(19. Definitions)

| | | | |
|-----------------------|------------|----------|--------------|
| Ins text | 148/85 | 24/09/85 | 66 WAIG 732 |
| amd."Casual Employee" | 1443/89(R) | 10/10/89 | 69 WAIG 3585 |
| Renum cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |

17. Definitions

(20. Maternity Leave)

| | | | |
|----------|---------|----------|-------------|
| Ins 20 | 111/80 | 21/01/80 | 60 WAIG 566 |
| Cl title | 1041/92 | 19/02/93 | 73 WAIG 570 |

(20. Parental Leave)

| | | | |
|--------|---------|----------|--------------|
| Del Cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |
|--------|---------|----------|--------------|

(21. Deduction of Union Subscriptions)

| | | | |
|--------|---------|----------|--------------|
| Ins cl | 860/85 | 18/12/85 | 66 WAIG 236 |
| Del cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |

(22. Trade Union Training Leave)

| | | | |
|--------|--------|----------|-------------|
| Ins cl | 860/85 | 18/12/85 | 66 WAIG 236 |
|--------|--------|----------|-------------|

| | | | |
|--------|---------|----------|--------------|
| Del cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |
|--------|---------|----------|--------------|

(23. Leave to Attend Union Business)

| | | | |
|--------|--------|----------|-------------|
| Ins cl | 860/85 | 18/12/85 | 66 WAIG 236 |
|--------|--------|----------|-------------|

| | | | |
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| Del cl | 1430/92 | 27/05/93 | 73 WAIG 1542 |
|--------|---------|----------|--------------|

(Appendix I - Liberty to Apply)

| | | | |
|--------|--------|----------|--------------|
| Del cl | 585/93 | 30/04/93 | 73 WAIG 1673 |
|--------|--------|----------|--------------|

Appendix - Resolution of Disputes Requirement

| | | | |
|---------------|--------|----------|--------------|
| Ins. Appendix | 693/96 | 16/07/96 | 76 WAIG 2768 |
|---------------|--------|----------|--------------|

| | | | |
|-------------------|---------|----------|--------------|
| (1),(6), Del. (7) | 2053/97 | 22/11/97 | 77 WAIG 3079 |
|-------------------|---------|----------|--------------|

Schedule A - Parties to the Award

| | | | |
|---------|--------|----------|--------------|
| Ins sch | 585/93 | 30/04/93 | 73 WAIG 1673 |
|---------|--------|----------|--------------|

| | | | |
|-----------|--------|----------|-------------|
| Ins. sch. | 733/00 | 12/12/00 | 81 WAIG 261 |
|-----------|--------|----------|-------------|

Schedule B - Respondents

| | | | |
|---------|--------|----------|--------------|
| Ins sch | 585/93 | 30/04/93 | 73 WAIG 1673 |
|---------|--------|----------|--------------|

Schedule C - Liberty to Apply

| | | | |
|---------|--------|----------|--------------|
| Ins sch | 585/93 | 30/04/93 | 73 WAIG 1673 |
|---------|--------|----------|--------------|

(Appendix II - Respondents)

Del cl

585/93

30/04/93

73 WAIG 1673