

Hospital Salaried Officers Award, 1968

1. - TITLE

This Award shall be known as the "Hospital Salaried Officers Award, 1968", as amended and consolidated.

1B. - MINIMUM ADULT AWARD WAGE

- (1) No adult employee 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 adult employees is \$484.40 per week payable on and from 7th July 2005.
- (3) The Minimum Adult Award Wage of \$484.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casuals, part time employees or pieceworkers 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) Juniors 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 of \$484.40 per week.
- (6)
 - (a) 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.
 - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) 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.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2005 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 adult award wage.

(9) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (b) The rate paid in paragraph (a) above 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 this award for an adult apprentice in force immediately prior to 5th June 2003.

1C. - AWARD MODERNISATION COMMITMENT

The parties to this Award commit to review the Hospital Salaried Officers' Award No. 39 of 1968 and complete its modernisation; implementation of consistent award formatting; the addressing of any discriminatory award provisions; the removal of obsolete provisions from the award; and the award's expression on plain English required under the Structural Efficiency Principle and the State Wage Case Decision March, 1996, by 31 December 1996.

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3. - SCOPE

- (1) This Award shall apply to workers employed by employers bound by this Award in any of the classifications referred to in Schedules D, E or F attached to this Award and to the employers employing those workers.
- (2) Subject to the provisions of Clause 4. - Scope, of the Graylands Selby - Lemnos and Special Care Health Services Award 1999 and further to subclause (1) of this Clause, this award shall extend to and bind -

(a) workers employed by the Board of the Metropolitan Health Services at Graylands Selby - Lemnos and Special Care Health Services, with effect from the date on which this subclause takes effect, in any calling in which they are eligible for membership of the Health Services Union of Western Australia (the HSU); including all salaried workers (being professional administrative, clerical, technical, and supervisory workers) (including any employed in the callings listed in Schedule I to this Award):

(b) the HSU; and

(c) the Board of the Metropolitan Health Services;

(d) provided that the coverage of this award as specified by this subclause, shall not extend the coverage of the HSU to, or bind the employer in regard to any workers employed in callings which at 6 July 1995 would have made them eligible for coverage by an award or agreement of the Australian Liquor, Hospitality & Miscellaneous Workers' Union.

(3) In the case of workers to whom the Graylands Selby - Lemnos and Special Care Health Services Award 1999 applies, this Award will apply to each worker who states in writing that he or she wishes this Award to apply instead of the Graylands Selby - Lemnos and Special Care Health Services Award 1999.

4. - AREA

This Award shall operate throughout the State of Western Australia in the areas occupied and controlled by the respondents listed in Schedule G attached to this Award and to those areas occupied and controlled by the Boards of Management of the hospitals listed in Schedule H attached to this Award.

5. - TERM

The term of this Award shall be for a period of three years from the beginning of the first pay period commencing after the date hereof. (This Award was delivered on the 3rd day of June, 1969.)

6. - DEFINITIONS

(1) "Metropolitan Area" means, that area within a radius of fifty kilometres from the Perth Railway Station.

(2) "Married Worker" means, a worker who is required to maintain a home and support dependants therein.

(3) "A Day" means, for the purposes of Clauses 21, 22, 24, 25, 27 and 28, from midnight to midnight.

(4) "Headquarters" means, that hospital in which the principal work is carried out, as defined by the employer.

(5) "Day Worker" means, a worker who works his ordinary hours from Monday to Friday inclusive and who commences work on such days after 6.00 a.m. and before 12.00 midday.

(6) "Shift Worker" means, a worker who is not a day worker as defined.

(7) "Union" shall mean the Health Services Union of Western Australia (Union of Workers).

7. - MEMBERSHIP OF UNION

Deleted by section 88 (3) of the Acts Amendment and Repeal (Industrial Relations) Act (No.2) 1984.

8. - CONTRACT OF SERVICE

- (1) During the first six months of employment the contract of service shall be by the fortnight and may be terminated by two weeks' notice on either side given in writing on any day or by the payment by the employer, or the forfeiture by the worker, of an amount equal to two weeks' salary provided that, a lesser period of notice may be agreed, in writing between the employer and the worker concerned.
- (2)
 - (a) On the completion of six months' employment the contract of service shall be by the month unless the employer notifies the worker of an intention to continue the contract of service on a fortnightly basis for a further period of up to six months in which case the provisions of subclause (1) of this clause will apply during that period.
 - (b) Where the employer notifies a worker of an intention to continue the contract of service on a fortnightly basis and the employment continues for a period of twelve months the employer shall terminate the contract of service forthwith by one month's notice given in writing or by the payment of an amount equal to one month's salary or, if he fails to do so, the contract of service shall be deemed to be by the month.
- (3) A worker whose contract of service is by the month may terminate the contract of service by one month's notice given in writing on any day or the forfeiture of an amount equal to one month's salary provided that, a lesser period of notice may be agreed, in writing, between the employer and the worker concerned.
- (4) The employer may terminate the contract of service of any worker, whose contract of service is by the month, by one month's notice given in writing on any day but only if
 - (a) The employer has followed the disciplinary procedure in accordance with subclause (3) of Clause 27 - Dispute Settlement Procedures and is satisfied that the employee is guilty of:
 - (b) the worker is convicted of any indictable offence;
 - (c) on the basis of medical evidence, the worker does not have the capacity to continue to carry out the duties of his position; or
 - (d) the position occupied by a worker is no longer considered necessary.
- (5) The foregoing provisions of this clause do not affect the employer's right to dismiss a worker without notice for misconduct and in such a case the salary of the worker shall be paid up to the time of dismissal only but where a worker, whose contract of service is by the month, is dismissed the cause for dismissal shall be of the kind referred to in paragraphs (a) and (b) of subclause (4) of this clause.
- (6)
 - (a) Where an employer considers that a position occupied by a worker is no longer necessary and no other employment is available to that worker the Union shall be notified in writing to that effect.

(b) The Union may, within seven days of the date upon which that notification is given, request the employer to review that decision but where an agreement is not reached in discussion between the employer and the Union the contract of service may be terminated in accordance with the provisions of subclause (4) of this clause.

(7) Where the employer seeks to terminate the services of a worker in accordance with subclauses (4) and (5) of this clause, he shall, upon written request, supply to the worker, a written statement setting out the full details of the incident, circumstance, event or matters upon which the employer based his decision. Each statement shall be supplied within seventy-two hours of receipt of the request.

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

9. - SALARIES

(1) The minimum rates of salaries to be paid to employees covered by this award shall be those set out in Schedule A attached to this award. Nothing contained in this award shall preclude the payment by way of an allowance an amount in addition to that prescribed for the classification of a position set out in Schedules D, E and F of this award.

(2) Transition:

The provisions of this subclause shall apply notwithstanding provision elsewhere in this award.

(a) Interpretation of classification to salary scale.

The classifications set out in Schedule D, E and F of the award shall be related to the salary scales set out in Schedule A of the award in accordance with the table set out in Schedule B of the award.

(b) Maintenance of Salary:

Where an employee's maximum salary is reduced as a result of the introduction of this agreement, the following shall apply.

All employees appointed to a classification or level prior to the date of implementation of this clause, will progress through the salary ranges (as adjusted by general salary movements) applicable to that classification or level irrespective of the level determined by this clause.

(c) Placement of Employees:

(i) Employees classified A1. L4 prior to the operation of this clause shall maintain their existing salary and incremental date.

(ii) Employees classified A3, A1. L1 - L3 and B1.1 prior to the operation of this clause shall be classified Level 1 under this clause on the following basis.

(a) Under 21 years of age - age to age.

(b) 21 years of age and older - salary on promotion.

(d) Ser vice Allowances:

- (i) Employees classified A2.1 prior to the operation of this clause shall be paid an allowance to bring the employee's salary to L3.1 after completion of twelve months' service on the maximum salary applying to such A2.1 position, which allowance shall be increased to bring the employee's salary to L3.2 upon completion of a further twelve months' service.

Provided that and subject to:

- (a) The employee's efficiency, diligence and good conduct and as to the ability of the employee to perform higher duties;
- (b) On the promotion of an employee to a higher position any allowance received by that employee under this subclause shall be reduced to bring the employee's salary to the minimum salary of the position to which that employee is promoted, and thereafter, any allowance still received by the employee shall be reduced and converted to salary as and when the employee becomes eligible for annual increments,
- (c) An allowance under this subclause shall cease should the employee refuse to accept promotion;
- (d) An employee shall not be eligible to receive an allowance under this subclause unless the employee has completed not less than nine years' continuous service in the Clerical Division as an adult salaried employee.

- (ii) Employees classified A4.2 /3 or A4.3 prior to the operation of this clause shall be entitled to progress to the first salary point of Level 3 after five continuous years of service on the maximum of A4.3.

Payment of the allowance shall be subject to the employee's efficiency, diligence and good conduct.

(e) Qualifications Allowances:

- (i) Employees in receipt of a qualifications allowance at the date of operation of this clause or who would, but for the coming into operation of this clause, have become entitled to such allowance, or increase in such allowance, pursuant to the provisions contained in Schedule A Clause 8 of this Award prior to the date of operation of this clause, as a result of studies completed in the 1989 calendar year, shall continue to receive or be granted such allowance, or increase in allowance provided that such allowances shall be reduced or ceased in accordance with the following:

	ANNUAL DIPLOMATES ALLOWANCE	ANNUAL ALLOWANCE GRADUATES AND ASSOCIATES
	\$	\$
Up to and including Level 4, second increment	200	300
Level 4, 3rd and 4 th	100	200

Increments

Level 5, 1st increment	Nil	100
Level 5, 2nd increment and above	Nil	Nil

(ii) Employees who are not entitled to a qualifications allowance pursuant to paragraph (i) of this subclause or who attain a higher qualification subsequently shall not be entitled to receive an allowance or increase the allowance.

(f) Employee Supporting Dependants Allowance:

- (i) Employees previously classified B1.1, B1.2 or B.3 who were in receipt of an allowance of one increment for wholly or substantially supporting a spouse and/or dependent relative prior to the date of operation of this clause shall continue to receive such allowance of one increment whilst wholly or substantially supporting a spouse and/or dependent relative. Provided that the maximum remuneration inclusive of such allowance shall be the rate of pay at Level 2 fifth increment in respect of an employee who is classified in a classification equivalent to Level 2 or, age 24 or fourth year of adult service in respect of employees classified in a classification equivalent to Level 1.
- (ii) Payment of the employee supporting dependants allowance shall cease should an employee be promoted or reclassified above a classification equivalent to Level 2.
- (iii) This provision shall not apply to any employee who was not in receipt of the employee supporting dependants allowance at the operative date of this clause.

(g) Higher Duties:

- (i) Where an employee was acting in a position classified higher than his/her substantive position prior to the introduction of this clause and who continued to act in the same position at the operative date of this clause, the employee shall receive higher duties allowance equivalent to the salary that would have been payable to the permanent occupant.

Provided that should the employee cease to act in that higher classified position, any future periods of acting in the same position or other positions classified higher than the employee's substantive classification shall be paid a higher duties allowance in accordance with Clause 11. - Higher Duties, of the award.

(h) Incremental Dates:

- (i) Where an employee is in receipt of a salary that equates to a salary under this clause and the employee is classified at that level, the employee will remain on that salary and retain his/her current incremental date.
- (ii) An employee in receipt of a salary which does not equate to a salary under this clause shall be placed on the nearest salary point higher at the date of operation of this clause which shall become the employee's new incremental date.

(i) Library Assistants:

Library Assistant employed prior to the date of operation of this clause shall be placed at the same or nearest salary point higher in Level 1, 2 or 3 under this Agreement. Provided that all Library Assistants employed prior to the date of operation of this clause shall be allowed to progress to the first increment of Level 3 under this clause.

This provision shall not apply to employees employed on or after the operative date of this clause.

(j) Draftsperson:

An Engineering Draftsperson employed prior to the operative date of this clause at Level 1, shall be placed at the same or nearest salary point higher in the Level 3/4 under this clause. Provided that such officers shall be allowed to progress to the first increment of Level 5 under this clause.

This provision shall not apply to employees employed on or after the operative date of this clause.

(k) Any employee employed in the calling of Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist or Radiation Therapist prior to October 10, 1989 and classified at Level 5 on that date will be eligible to receive a personal allowance to Level 6 first year where their position is classified Level 3/5 at January 1, 1993.

This provision shall not apply to employees employed on or after October 10, 1989 or who were reclassified Level 5 after that date.

(l) Efficiency and Personal Allowances:

Officers in receipt of efficiency and personal allowances at the date of operation of this clause shall have their allowances included as salary when determining placement under this clause.

(3) Commitment:

It is a term of this award that the union undertakes for the duration of the principles determined by the Commission in Court Session in Application No. 1940 of 1989 not to pursue any extra claims, award or over award except when consistent with the State Wage Principles.

10. - PAYMENT OF SALARIES

- (1) Salaries shall be paid fortnightly but, where the usual pay day falls on a holiday prescribed in clause 16 of this Award, payments shall be made on the previous day.
- (2) A fortnight's salary shall be computed by dividing the annual salary rate by 313 and multiplying the result by 12.
- (3) The hourly rates shall be calculated as one-seventy-fifth of the fortnight's salary.
- (4) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at such bank, building society or credit union approved by the employer. Provided that where such form of payment is impractical or where some exceptional circumstances exist and by agreement between the employer and the union, payment by cheque may be made.

- (5) Annual increments shall be subject to the worker's satisfactory performance over the preceding twelve months which shall be assessed according to an agreed system of performance appraisal.

11. - HIGHER DUTIES

- (1) A worker, other than one classified as a Relieving Officer above the automatic range, who is directed by the employer or a duly authorised senior officer to act in an office which is classified higher than his own and who performs the full duties and accepts the full responsibility of the higher office for five consecutive working days or more, shall, subject to the provisions of this Award, be paid an allowance equal to the difference between his own salary and the salary he would receive if he were permanently appointed to the office in which he is so directed to act.
- (2) Where the full duties of a higher office are temporarily performed by two or more workers they shall each be paid an allowance as determined by the employer: Provided that any dispute or disagreement as to the amount of any such allowance shall be referred to the Board of Reference.
- (3) Where a Relieving Officer classified above the automatic range acts in an office or offices classified one class higher than his own for a continuous period exceeding four weeks, he shall be paid a higher duties allowance as prescribed in subclause (1) of this clause, for all that part of such period in excess of four weeks.
- (4) Where a Relieving Officer classified above the automatic range acts in an office classified two or more classes higher than his own, he shall be paid higher duties allowance as prescribed in subclause (1) of this clause.
- (5) Where a worker is directed to act in an office which has an incremental range of salaries he shall be entitled to receive an increase in higher duties allowance equivalent to the annual increment he would have received had he been permanently appointed to such office: Provided that acting service with allowances for acting in offices of the same classification or higher than the office during the eighteen months preceding the commencement of so acting shall aggregate as qualifying service towards such an increase in the allowance.
- (6) Where a worker, who has qualified for payment of higher duties allowance under this clause, is required to act in another office or other offices classified higher than his own for periods of less than five consecutive working days without any break occurring in acting service, he shall be paid a higher duties allowance in respect of such further period or periods of so acting: Provided that payment shall be made at the highest rate the worker has been paid during his term of continuous acting or at the rate applicable to the office in which he is currently acting whichever is the less.
- (7) Where a worker who is in receipt of an allowance granted under this clause and has been so for a continuous period of twelve months or more, proceedson
- (i) a period of normal annual leave;
- (ii) a period of any other approved leave of absence of not more than one calendar month;

he shall continue to receive the allowance for the period of leave. This subclause shall also apply to a worker who has been in receipt of an allowance for less than twelve months if during his absence no other worker acts in the office in which he was acting immediately prior to proceeding on leave and he resumes in the office immediately after his leave.

For the purposes of this subclause, the expression -

(a) "normal annual leave" shall mean the annual period of leave referred to in subclause (4) and subclause (8) of Clause 16. - Holidays and Annual Leave and shall include any holidays mentioned in subclause (1) of that clause and leave in lieu accrued during the preceding twelve months, taken in conjunction with such annual leave;

(b) "any other approved leave of absence" shall include any period of long service leave of not more than one calendar month.

(8) Where a worker who is in receipt of an allowance granted under this clause proceeds on -

(i) a period of annual leave in excess of the normal; or

(ii) a period of any other approved leave of absence of more than one calendar month;

he shall not be entitled to receive payment of such allowance for the whole or any part of the period of such leave.

(9) Where the full duties of a higher office are not performed, a worker shall be paid such proportion of the allowance provided for in subclause (1) as the duties performed bear to the full duties of the higher office. Where such a proportionate allowance is to be paid, however, workers shall be advised of the allowance to be paid before commencing the duties of the higher office.

The allowance may be adjusted during the period of higher duties .

12. - X-RAY STAFF

Notwithstanding anything elsewhere contained in this Award X -Ray staff who on the 14th September, 1961, were employed by any of the respondents to this Award on a thirty -five hour and four week annual leave basis shall continue to be employed on such basis whilst employed by any of the said respondents.

13. - HOURS

(1)

(a) Except as provided in Clause 12. -X -Ray Staff and, subject to the provisions of subclause (2) of this clause the ordinary hours of work shall be an average of thirty seven and one half per week and shall be worked by one of the following arrangements:

(i) Prescribed hours of work of thirty seven and one half per week;

(ii) Flexi timer roster covering a settlement period of four weeks;

(iii) Actual hours of seventy five over nine days with the tenth day to be taken as a paid rostered day off;

(iv) Such other arrangements as are agreed between the employer and employee;

(v) Where the Union and the employers so agree, shifts of more than 10 hours but not more than 12 hours may be worked for the purpose of trialling alternative shift arrangements only.

(b) The operation of working arrangements prescribed in paragraph (a) above, shall be consistent with those working arrangements prescribed in Administrative Instruction 701, Hour of Duty, governing State Public Service employees.

(c) Where an employer has made a definite decision to introduce changes to shift rosters or employees' ordinary hours, the employer shall notify the employees who may be affected by the proposed changes and the Union as soon as the decision has been made and before the changes are to be introduced. Discussion with the employees and Union shall occur consistent with Clause 40. -Introduction of Change.

(2) Notwithstanding the provisions of this clause to the contrary, employees who on the 13th March, 1979, were employed to work the ordinary hours prescribed in subclause (1) hereof on four days of the week shall continue to work such hours on such number of days of the week, provided that any change in the number of days of the week on which such ordinary hours may be worked, shall be the subject of agreement between the Union and the employer or failing agreement as determined by the Board of Reference.

14. - OVERTIME

(1) Subject to the provisions of subclauses (3) and (11) of this clause and, except as provided in subclause (2) of this clause, all time worked at the direction of the employer outside a worker's ordinary working hours shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(2)

(a) Subject to the provisions of subclauses (3) and (11) of this clause all time worked at the direction of the employer outside a worker's ordinary working hours on any day between midnight and 6.00 a.m. or on a Saturday after 12.00 noon or on a Sunday shall be paid for at the rate of double time.

(b) Subject to the provisions of subclauses (3) and (11) of this clause all time worked at the direction of the employer outside a worker's normal hours of labour or ordinary hours in the case of a shift worker on a public holiday observed in accordance with clause 16 hereof shall be paid at the rate of double time and a half of the ordinary time rate.

(3) Subclauses (1) and (2) of this clause shall not apply in respect of any day on which the time worked, in addition to the ordinary hours, is less than 30 minutes.

(4) In lieu of payment for overtime a worker, on request, may be allowed time off proportionate to the payment to which he is entitled but if he so requests in writing he shall be allowed such time off up to a maximum of five days in each year of service. Time off shall be taken at a time convenient to the employer.

(5) Notwithstanding anything contained elsewhere in this clause a worker, whose salary exceeds that determined from time to time as the maximum payable to a worker in Class 8 in Table A2 of Schedule A - Salaries - Clerical and Administrative Divisions attached to this Award, shall

(a) Be entitled to the benefit of the provisions of this clause if he is rostered to work regular overtime or is instructed by his employer to hold himself on-call in accordance with the provisions of subclause (10) of this clause.

(b) In all other cases but subject to the provisions of subclause (3) of this clause, be allowed time off equivalent to the overtime worked. Such time off shall be taken at a time convenient to the employer.

(6) Payment for overtime shall be computed on the rate applicable to the day on which the overtime is worked which shall include any loading for after noon or night shift, provided that with the exception of overtime worked on public holidays the maximum rate payable under this Award shall not exceed double the ordinary time rate.

(7) For the purpose of assessing overtime each day shall stand alone.

(8) A worker required to work overtime beyond 2.00 p.m., or beyond 7.00 p.m. on any day shall be allowed an unpaid break of at least thirty minutes between 12.00 noon and 2.00 p.m. or between 5.00 p.m. and 7.00 p.m. as the case may be.

(9)

(a) Subject to the provisions of paragraph (b) of this subclause a worker, other than one accommodated at the hospital, who is recalled to work for any purpose shall be paid a minimum of two hours at the appropriate overtime rate but he shall not be obliged to work for two hours if the work for which he was recalled is completed in less time, provided that if a worker is recalled out within two hours of starting work on a previous call he shall not be entitled to any further payment for the time worked within that period of two hours.

(b) Where a worker, other than one accommodated at the hospital, is recalled to work for any purpose, within two hours of commencing normal duty, he shall be paid at the appropriate overtime rate for that period up until the commencement time of normal duty, but the worker shall not be obliged to work for the full period if the work for which he was recalled is completed in less time.

(c) Where a worker is recalled to duty in accordance with paragraphs (a) or (b) of subclause (9) of this clause, then the payment of the appropriate overtime rates shall commence from:

(i) In the case of a worker who is on -call, from the time the worker starts work;

(ii) In the case of a worker who is not on -call, time spent travelling to and from the place of duty where the worker is actually recalled to perform emergency duty shall be included with actual duty performed for the purpose of overtime payment.

Provided that where a worker is recalled within two hours of commencing normal duty, only time spent in travelling to work shall be included with actual duty for the purpose of overtime payment.

(d) A worker other than one accommodated at the hospital shall, if recalled to work:

(i) Except as provided in placitum (ii) of this paragraph, be provided free of charge with transport from his home to the hospital and return or, be paid the vehicle allowance provided in Clause 20 of this Award.

(ii) If recalled to work within two hours of commencing normal duty and the worker remains at work, he shall be provided free of charge with transport from his home to the hospital or, be paid the vehicle allowance provided in Clause 20 of this Award for the journey from the worker's home to the hospital.

(10)

(a)

(i) For the purposes of this Award a worker is on -call when he is directed by the employer to remain at such a place as will enable the employer to readily contact him during the

hours when he is not otherwise on duty. In so determining the place at which the worker shall remain, the employer may require that place to be within a specified radius from the hospital.

(ii) A worker shall be paid an hourly allowance equal to 18.75% of 1/37.5th of the minimum weekly salary rate prescribed from time to time for a Medical Scientist. Provided that payment in accordance with this paragraph shall not be made with respect to any period for which payment is otherwise made in accordance with the provisions of this clause when the worker is recalled to work.

(iii) Where the employer determines that there is a need for a worker to be on call or to provide a consultative service and the means of contact is to be by telephone or teletype, the employer shall where the telephone is not already installed bear the cost of such installation.

(iv)

(a) Where the worker pays or contributes towards the payment of the rental of such telephone the employer shall pay the employee an amount being a proportion of the telephone rental calculated on the basis that for each seven days on which an employee is required to be on call, the employer shall pay the employee 1/52nd of the annual rental paid by the employee.

(b) Provided that where as a usual feature of the work an employee is regularly required to be on call or to provide a consultative service the employer shall pay the full amount of the telephone rental.

(v) Where the employer determines that the means of contact is to be by a teletype or similar device the employer shall supply such device to the employee at no cost to the employee.

(vi) Where the employer determines otherwise or it is not possible to contact an employee by telephone or teletype, the employer may send a taxi to the employee's residence or such other place with instructions for the employee to return to work.

(vii) Notwithstanding the provisions of this subclause, where the employer and the union, in writing agree, other arrangements may be made for compensation of on call work.

(11) An Engineer or Maintenance Officer working singly in a hospital may be required by the hospital to hold himself available for duty outside normal working hours in accordance with the following provisions -

(a) No restrictions shall be placed on the Engineer's (or Maintenance Officer's) movements but he shall be required to advise the hospital of his whereabouts while he remains in the metropolitan area or in the county town in which he is employed.

(b) Before the Engineer (or Maintenance Officer) leaves the metropolitan area or the county town in which he is employed, at any time outside normal working hours, he shall advise the hospital of the following:

(i) the present condition of the engineering services in the hospital,

(ii) the name of any hospital worker or private tradesman who may be contacted in the event of an emergency,

(iii) where he will be located in his absence and how he may be contacted if necessary, to provide advice and consultation,

(iv) the approximated duration of his proposed absence.

(c) In lieu of payment of any allowance for being required to hold himself available for duty outside normal working hours and any overtime worked, each Engineer or Maintenance Officer working singly in a hospital shall be entitled to an additional two weeks' leave per annum with pay and an allowance equivalent to 7% of the B25 (Maximum) salary.

(12) An Engineer employed at Royal Perth Hospital, Sir Charles Gairdner Hospital, Princess Margaret Hospital, Fremantle Hospital or King Edward Memorial Hospital rostered for on-call duty shall be available at all times for duty outside ordinary working hours.

In lieu of payment of the prescribed allowance and any overtime worked each Engineer shall be entitled to an additional two weeks' leave per annum with pay and an allowance equivalent to 4% of the B27 (Minimum) salary.

(13) A Medical Imaging Technologist employed at a hospital employing no more than two Medical Imaging Technologists may be required by the employer to hold himself available for duty outside of normal working hours in accordance with the following provisions: -

(a) No restriction shall be placed on the Medical Imaging Technologist's movements but he shall be required to advise the hospital of his whereabouts while he remains in the metropolitan area or in the country town in which he is employed.

(b) Before a Medical Imaging Technologist leaves the metropolitan area or the country town in which he is employed, he shall advise the hospital of where he may be located in his absence, how he may be contacted if necessary and the approximate duration of his proposed absence.

(c) Subject to paragraph (d) of this subclause the Medical Imaging Technologist shall be available to provide an emergency service only and shall only be called into work by a Doctor who is giving treatment and who, in the course of that treatment, determines that x-rays are required urgently to ensure the proper care and management of the patient. -

(d) Where, because of the nature of the emergency treatment being given, it is not possible for the Doctor to personally contact the Medical Imaging Technologist, another person may contact the Medical Imaging Technologist and request the Medical Imaging Technologist's attendance on the Doctor's behalf.

(e) A Medical Imaging Technologist called into work in accordance with paragraphs (c) and (d) of this clause shall attend at the required location to perform the service as soon as practicable following receipt of the call.

(f) A Medical Imaging Technologist who is required by the employer to hold himself available for duty outside of normal working hours in accordance with this subclause shall be entitled to an allowance equivalent to 11.5% of the rate applicable, from time to time, in respect of classification Level 3 First Year as contained in Schedule C of this Award.

(g) A Medical Imaging Technologist who is required by the employer to hold himself available for duty outside of normal working hours and who is recalled to work shall be paid overtime at the appropriate overtime rate in accordance with this clause.

(h) A Medical Imaging Technologist who is required by the employer to hold himself available for duty outside of normal working hours in accordance with this subclause may

also be placed 'on call' by the employer in accordance with the 'on call' provisions contained in subclause (10) of this clause. Payment for any such 'on call' duties shall be at the rate prescribed in subclause (10) (a) (ii) of this clause, and shall be in addition to the availability allowance prescribed in paragraph (f) above.

(i) Notwithstanding the foregoing provisions of this award where the employer and the Union agree, in writing, emergency availability services may be provided in those hospitals where more than two Medical Imaging Technologists are employed.

(14) Notwithstanding the foregoing provisions of this clause, where the employer and the Union agree, in writing, other arrangements may be made for compensation in lieu of payment of overtime.

(15)

(a) Where an employee performs overtime duty after the time at which normal hours of duty end on one day and before the time at which normal hours of duty are to commence on the next succeeding day which results in the employee not being off duty between these times for a continuous period of not less than ten hours, the employee shall be entitled to be absent from duty without loss of salary, until from the time the employee ceased to perform overtime duty the employee has been off duty for a continuous period of ten hours.

(b) Provided that where an employee is required to return to or continue work without the break provided in paragraph (a) of this subclause, then the employee shall be paid at double the ordinary rate until released from duty, or until the employee has had ten consecutive hours off duty without loss of salary for ordinary working time occurring during such absence.

(c) 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 preceding an ordinary working day, the employee shall, whenever reasonably practicable, be given ten consecutive hours off duty before the employee's usual starting time on the next day. If this is not practicable then the provision of paragraph (b) shall apply.

(d) The provisions of this subclause shall apply in the case of shift employees who rotate from one shift to another, as if eight hours were substituted for ten when overtime is worked for the purpose of changing shift rosters.

(e) The provisions of paragraphs (a) and (b) of this subclause shall not apply to employees included in subclause 10 of this clause.

15. - MEAL MONEY

An employee required to work overtime before or after the employee's ordinary working hours on any day shall, when such additional duty necessitates taking a meal away from the employee's usual place of residence, be supplied by the employer with any meal required or be reimbursed for each meal purchased at the rate of \$8.25 for breakfast, \$10.15 for the midday meal, and \$12.20 for the evening meal: Provided that the overtime worked before or after the meal break totals not less than two hours. Such reimbursement shall be in addition to any payment for overtime to which the employee is entitled.

16. - HOLIDAYS AND ANNUAL LEAVE

(1)

(a) The following days or the days observed in lieu thereof 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, Boxing Day and any other Public Service Holiday prescribed under Section 59 of the Public Service Act, 1979 and Regulation 12 of the Regulations to the Public Service Act. Provided that another day may be taken as a holiday by arrangement between the parties in lieu of any of the days named in this subclause.

(b) Where any of the days mentioned in subclause (1)(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.

(2)

(a) When any of the days observed as a holiday in this clause fall during a period of annual leave the holiday or holidays shall be observed on the next succeeding workday or days as the case may be after completion of that annual leave.

(b) When any of the days observed as a holiday as prescribed in this clause fall on a day when a shift worker is rostered off duty and the worker has not been required to work on that day he shall be paid as if the day was an ordinary working day or if the employer agrees be allowed to take a day's holiday in lieu of the holiday at a time mutually acceptable to the employer and the worker.

(3)

(a) Any worker, subject to paragraph (b) of this subclause, who is required to work on the day observed as a holiday as prescribed in this clause in his normal hours of labour or ordinary hours in the case of a shift worker shall be paid for the time worked at the rate of double time and a half for if the employer agrees be paid for the time worked at the rate of time and a half and in addition be allowed to observe the holiday on a day mutually acceptable to the employer and the worker.

(b)

(i) A worker who is instructed by his employer to hold himself on -call in accordance with the provisions of subclause (10) of Clause 14. -Overtime on a day observed as a public holiday during his normal hours of labour or his ordinary hours in the case of a shift worker shall be allowed to observe that holiday on a day mutually acceptable to the employer and the worker.

(ii) A worker who is holding himself on -call during the period specified in the preceding paragraph in accordance with subclause (10) of Clause 14. -Overtime shall be paid for any time worked during the period at the rate of time and a half in accordance with the provisions of subclause (9) of Clause 14. -Overtime.

(c) A worker who is required to work on a public holiday outside of the hours referred to in subclause (3)(a) hereof shall be paid in accordance with subclause (2)(b) of Clause 14. - Overtime.

(4) Except as hereinafter provided a period of four consecutive weeks' leave shall be allowed to a worker by his employer after each period of twelve months' continuous service with such employer.

(5) The worker shall be paid for any period of annual leave prescribed by this clause at the ordinary rate of salary, and in the case of shift workers that rate of salary shall include the shift

and weekend penalties the worker would have received had the worker not proceeded on annual leave. Where it is not possible to calculate the shift and weekend penalties the worker would have received, the worker shall be paid at the rate of the average of such payments made each week over the four weeks prior to taking leave.

(6) By mutual agreement, a worker may be allowed to take the annual leave prescribed by this clause before the completion of twelve months' continuous service as prescribed by subclause (4) of this clause.

(7)

(a)

(i) If after one calendar month's continuous service in any qualifying twelve monthly period, a worker leaves his employment or his employment is terminated by the employer through no fault of the worker, the worker shall be paid pro-rata annual leave calculated according to the following formula: -

Completed Calendar Months' of Service	Pro-Rata Annual Leave (Working Days)
1	2
2	3
3	5
4	7
5	8
6	10
7	12
8	13
9	15
10	17
11	18

(ii) A worker provided for in subclause (8) of this clause shall, in addition to the payment prescribed in paragraph (a) (i), be paid one day's pay at his ordinary rate of salary in respect of each seven Sundays and/or public holidays worked in the period, provided that the maximum additional payments shall not exceed five days' pay.

(iii) A worker who commences on the first working day of the month and works for the remainder of the month and a worker who has worked throughout a month and terminates on the last working day of a month shall be regarded as having completed that calendar month of service.

(iv) Notwithstanding paragraphs (a)(i) and (a)(ii) of this subclause, in the first and last months of a worker's service the worker is entitled to pro-rata annual leave of one working day for each completed two weeks of service.

(b) The rate prescribed in subclause (3) hereof shall be paid in lieu of the amounts to which a worker may be entitled pursuant to Clause 29. -Shift Work of this Award.

(c) If the services of a worker terminate and the worker has taken a period of leave in accordance with subclause (6) of this clause and if the period of leave so taken exceeds that which would become due pursuant to paragraph (a) of this subclause the worker shall be liable to pay the amount representing the difference between the amount received by him for the period of leave taken in accordance with subclause (6) of this clause and the amount which would have accrued in accordance with paragraph (a) of this subclause. The employer may deduct this amount from moneys due to the worker by reason of the other provisions of this Award at the time of termination.

(8) Shift workers who are rostered to work their ordinary hours on Sundays and/or public holidays during a qualifying period of employment for annual leave purposes shall be entitled to receive additional annual leave as follows -

(i) If thirty-five ordinary shifts on such days have been worked - one week.

(ii) If less than thirty-five ordinary shifts on such days have been worked the worker shall be entitled to have one additional day's leave for each seven ordinary shifts so worked, provided that the maximum additional leave shall not exceed five working days.

Provided that workers in employment on January 1, 1978 who because they were regularly rostered for work on Sundays and Public Holidays, were permitted an additional week's annual leave shall continue to be entitled to that additional week notwithstanding that the entitlement arrived at by the application of paragraph (ii) of this subclause is less than one week.

(9) The annual leave prescribed in subclause (4) of this clause may by mutual agreement be taken in two portions provided that no portions shall be less than two consecutive weeks.

(10) A worker stationed north of 26° South latitude shall be entitled to an additional one week's paid leave for each completed year of service in that area with free passes South each year. A married worker shall be granted free passes South each year for his wife and dependent family under sixteen years of age.

(11) When on annual leave a worker who does not avail himself of the board and lodging provided in his classification shall be granted an allowance for the period of his leave at the rate of \$3.00 per week.

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

(13)

(a) A worker shall be paid a loading of 17.5 per cent calculated on the rate as prescribed in subclause (5) of this clause.

- (b) Shift workers when proceeding on annual leave including accumulated annual leave shall be paid:
- (i) shift and weekend penalties the employee would have received had he not proceeded on annual leave, or;
 - (ii) a loading equivalent to 20% of normal salary; whichever is the greater.
- (c) Provided that the maximum loading payable shall not exceed the amount set out in the Australian Bureau of Census and Statistics Publication for "average weekly earnings per male employed" in Western Australia for the September quarter immediately preceding the date the leave became due.
- (d) The loading prescribed in this subclause shall not apply to proportionate leave on termination.
- (e) The loading prescribed in this subclause shall be payable on Retirement, provided the worker is over 55 years of age.
- (14) A full-time employee who, during a qualifying period towards an entitlement of annual leave was employed continuously on both a full-time and part-time basis may elect to take a lesser period of annual leave calculated by converting the part-time service to equivalent full-time service.

17. - SHORT LEAVE

The employer may upon sufficient cause being shown, grant a worker leave of absence not exceeding two consecutive working days, but any leave of absence granted under the provisions of this clause shall not exceed, in the aggregate, three working days in any one calendar year.

18. - SICK LEAVE

- (1) A worker who is incapacitated for duty in consequence of illness or injury shall as soon as possible advise his supervisory officer in sufficient time to enable arrangements to be made for the performance of his duties. Any such worker who fails to do so shall be treated as absent without leave.
- (2) A worker so incapacitated for duty shall notify his supervisory officer in sufficient time of the date on which he will resume duty, to enable any necessary arrangements to be made.
- (3)
- (a) An application for leave of absence on the grounds of illness exceeding two consecutive working days shall be supported by the certificate of a registered medical practitioner or, where the nature of illness consists of a dental condition and the period of absence does not exceed five consecutive working days by a certificate of a registered dentist.
 - (b) The number of days' leave of absence which may be granted without the production of the certificate required by paragraph (a) of this subclause shall not exceed, in the aggregate, five working days in any one calendar year.
- (4) Subject to the provisions of subclause (3) of this clause no leave of absence on the grounds of illness shall be granted with pay without the production of a medical certificate.

A worker who finds that he is unable to resume duty on the expiration of the period shown on the first certificate shall thereupon furnish a further certificate and shall continue to do so upon the expiration of the period respectively covered by such certificates.

- (5) Where a worker is ill during the period of his annual leave for recreation and produces at the time or as soon as practicable thereafter medical evidence to the satisfaction of the employer that he is or was as a result of his illness confined to his place of residence or a hospital for a period of at least seven days, he may, with the approval of the employer, be granted at a time convenient to the employer additional leave equivalent to the period during which he was so confined.
- (6) Where a worker is ill during the period of his long service leave and produces at the time or as soon as practicable thereafter medical evidence to the satisfaction of the employer that he is or was confined to his place of residence or a hospital for a period of at least fourteen days, he may, with the approval of the employer, be granted at a time convenient to the employer additional leave equivalent to the period during which he was so confined.
- (7) The basis for determining the leave of absence on the grounds of illness that may be granted shall be ascertained by crediting the worker concerned with the following periods, but the leave shall be cumulative: -

		Leave On Full Pay Working Days	Leave On Half Pay Working Days
(a)	On date of employment of the worker	5	2
(b)	On completion by the worker of six months' service	5	3
(c)	On completion by the worker of twelve months' service	10	5
(d)	On completion of each additional twelve months' service by the worker	10	5

- (8) When a worker is duly absent on account of illness and his entitlement to sick leave on full pay is exhausted, he may, with the approval of the employer, elect to convert any part of his entitlement to sick leave on half pay to sick leave on full pay, but so that his sick leave entitlement on half pay is reduced by two days for each day of sick leave on full pay that he receives by the conversion.
- (9) No leave of absence on account of illness shall be granted with pay, if the illness has been caused by the misconduct of the worker or in any case of absence from duty without sufficient cause.

- (10) A worker who is duly absent on leave without pay is not eligible for absence of leave on account of illness under this clause during the currency of that leave without pay.
- (11) Where, on or after the first day of August, 1972, a worker in the discharge of his duties suffers personal injuries by accident that are compensable in accordance with the provisions of the Workers' Compensation Act, 1912, and which necessitate the granting of leave of absence under this subclause: -
- (a) no charges shall be made against this sick leave credits in respect of so much of the period of leave as does not exceed twenty-six weeks and the worker shall receive full pay for any such part of his leave of absence; and
- (b) where the worker is unable to resume duty at the expiration of the period of twenty-six weeks, he shall be granted on full pay or half pay as the case requires, such further leave under this subclause as is required, but half the period only of such further leave shall be charged against this sick leave credit on full pay or half pay, as the case may be.
- (12) Where a worker resigns or is dismissed by his employer through no fault of his own and is engaged by another respondent to this Award within one working week of the expiration of any period for which payment in lieu of annual leave or public holidays has been made, the period of sick leave that has accrued to the worker's credit shall remain to such worker's credit and the provisions of subclause (7) of this clause shall continue to apply to such worker.
- (13) A pregnant worker shall not be refused sick leave by reason only that the "illness or injury" encountered by the worker is associated with the pregnancy.
- (14) The provisions of this clause shall not apply to casual workers.

18A. - MATERNITY LEAVE

- (1) A pregnant worker shall, no later than ten weeks before the expected date of birth make application to her employer for maternity leave for a period not exceeding twelve months. Every application for maternity leave shall be supported by the certificate of a registered medical practitioner and such certificate shall indicate the expected date of birth.
- (2) The employer shall grant the worker up to twelve months maternity leave. Subject to subclause (3) of this clause, the minimum period of absence on maternity leave shall commence six weeks before the expected date of birth and end six weeks after the day on which the birth has taken place.
- (3) A worker may apply to the employer to resume duty within the six weeks after the day on which the birth has taken place and the employer may approve the application provided the application is supported by the certificate of a registered medical practitioner indicating that the worker is fit to resume duty.
- (4) A worker may at any time whilst she is absent from duty on maternity leave, make application to extend or reduce the period referred to in the original application, but so that the amended period complies with the requirements of subclauses (2) and (3) of this clause and the employer may grant permission in accordance with the amended application.
- (5) Nothing contained in this clause prevents the grant of accrued annual leave or long service leave to a worker in respect of the whole or any part of the period referred to in subclause (2) of this clause.

- (6) Except by reason of the grant of accrued annual leave or long service leave a worker is not entitled to salary in respect of the period of absence from duty permitted in accordance with this clause.
- (7) Subject to the provisions of subclause (15) absence of a worker which has been permitted in accordance with the provisions of this clause shall not be deemed absence on sick leave.
- (8) Notwithstanding the provisions of Clause 8 - Contract of Service a pregnant worker who has not applied for leave in accordance with the provisions of this clause shall be deemed to have resigned six weeks before the expected date of birth.
- (9) Where in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the worker make it inadvisable for the worker to continue at her present work, the worker shall, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to the job until the commencement of maternity leave.

If the transfer to a safe job is not practicable, the worker may, or the employer may require the worker to, take leave for such period as is certified necessary by a registered medical practitioner. Such leave shall be treated as maternity leave for the purposes of subclauses (2), (3), (5), (6), (7), (10), (12) and (13) hereof.

- (10) Notwithstanding any award or other provision to the contrary, absence on maternity leave shall not break the continuity of service of a worker but shall not be taken into account in calculating the period of service for any purpose of the award.

(11)

- (a) Maternity leave, applied for but not commenced, shall be cancelled when the pregnancy of a worker terminates other than by the birth of a living child.
- (b) Where the pregnancy of a worker then on maternity leave terminates other than by the birth of a living child, it shall be the right of the worker to resume work at a time nominated by the employer which shall not exceed four weeks from the date of notice in writing by the worker to the employer that she desires to resume work.

(12)

- (a) A worker on maternity leave may terminate her employment at any time during the period of leave by notice given in accordance with this award.
- (b) An employer shall not terminate the employment of a worker on the ground of her pregnancy or of her absence on maternity leave, but otherwise the rights of an employer in relation to termination of employment are otherwise affected.

(13)

- (a) A worker shall confirm her intention of returning to her work by notice in writing to the employer given not less than four weeks prior to the expiration of her period of maternity leave.
- (b) A worker, upon the expiration of the notice required by paragraph (a) hereof, shall be entitled to the position which she held immediately before proceeding on maternity leave or, in the case of a worker who was transferred to a safe job pursuant to subclause (9), to the position which she held immediately before such transfer. Where such position no longer exists but there are other positions available for which the worker is qualified and

the duties of which she is capable of performing, she shall be entitled to a position as nearly comparable in status and salary or wage to that of her former position.

(14)

- (a) A replacement worker is a worker specifically engaged as a result of a worker proceeding on maternity leave.
- (b) Before an employer engages a replacement worker under this subclause, the employer shall inform that person of the temporary nature of the employment and of the rights of the worker who is being replaced.
- (c) Before an employer engages a person to replace a worker temporarily promoted or transferred in order to replace a worker exercising her rights under this clause, the employer shall inform that person of the temporary nature of the promotion or transfer and of the rights of the worker who is being replaced.
- (d) Provided that nothing in this subclause shall be construed as requiring an employer to engage a replacement worker.
- (e) A replacement worker shall not be entitled to any of the rights conferred by this clause except where her employment continues beyond the twelve month qualifying period.
- (f) The provisions of this subclause shall apply to a replacement worker notwithstanding the provisions of Clause 8 - Contract of Service.

(15)

- (a) Where the pregnancy of a worker not then on maternity leave terminates after twenty-eight weeks other than by the birth of a living child then:
 - (i) she shall be entitled to such period of unpaid leave (to be known as special maternity leave) as a registered medical practitioner certifies as necessary before her return to work, or
 - (ii) for illness other than the normal consequences of confinement she shall be entitled, either in lieu of or in addition to special maternity leave, to such paid sick leave as to which she is then entitled and which a registered medical practitioner certifies as necessary before her return to work.
- (b) Where a worker then on maternity leave suffers illness related to her pregnancy, she may take such paid sick leave as to which she is then entitled and such further unpaid leave (to be known as special maternity leave) as a registered medical practitioner certifies as necessary before her return to work, provided that the aggregate of paid sick leave, special maternity leave and maternity leave shall not exceed twelve months.
- (c) For the purposes of subclauses (2), (3), (5), (6), (7), (10) and (12) hereof, maternity leave shall include special maternity leave.
- (d) A worker returning to work after the completion of a period of leave taken pursuant to this subclause shall be entitled to the position which she held immediately before proceeding on such leave or, in the case of an employee who was transferred to a safe job pursuant to subclause (9), to the position she held immediately before such transfer.

Where such position no longer exists but there are other positions available, for which the employee is qualified and the duties of which she is capable of performing, she shall be

entitled to a position as nearly comparable in status and salary to that of her former position.

(16)

(a) The foregoing provisions of this clause shall apply only to pregnant workers whose contract of service is by the month.

(b) A pregnant worker whose contract of service is other than by the month shall have no right to maternity leave and shall be required to resign six weeks before the expected date of birth, unless the employer determines otherwise.

19. - LONG SERVICE LEAVE

(1) A worker shall be entitled to three months' long service leave on full pay if he has completed -

(a) seven years' continuous service under the terms of this award, or

(b) eight and a half years' continuous service, of which not less than eighteen months shall have been served in a capacity which would normally entitle that worker to long service leave on the basis laid down for full-time State Government wages employees.

(2) For each and every subsequent period of seven years' continuous service a worker shall be entitled to an additional three calendar months' long service leave on full pay.

(3) Upon application by a worker, an employer may approve of the taking by the worker: -

(a) of double the period of long service leave entitlement on half pay, in lieu of the period of long service leave entitlement on full pay; or

(b) of any portion of his long service leave entitlement on full pay or double such period on half pay.

(c) A full time employee who, during a qualifying period towards an entitlement of long service leave was employed continuously on both a full time and part time basis may elect to take a lesser period of long service leave calculated by converting the part time service to equivalent full time service.

(d) Notwithstanding the provisions of paragraph (b) of this subclause an employee who has elected to compact an accrued entitlement to long service leave in accordance with paragraph (c) of this subclause shall only take such leave in one period of full pay.

(4) Continuous service shall not include the period during which a worker is on long service leave or any period exceeding two weeks a worker is absent on leave without pay or any service a worker may have before reaching the age of eighteen years.

(5) An employee who resigns or is dismissed, shall not be entitled to long service leave or payment for long service leave other than leave that had accrued to the employee prior to the date on which the employee resigned or the date of the offence for which the employee is dismissed.

(6) Any holiday occurring during the period in which a worker is on long service leave will be treated as part of the long service leave, and extra days in lieu thereof shall not be granted.

- (7) Long service leave shall be taken as it falls due at the convenience of the employer but within three years next after becoming entitled thereto: Provided that the employer may approve the accumulation of long service leave not exceeding six months.
- (8) A lump sum payment for long service leave accrued in accordance with this clause and for pro-rata long service leave shall be made in the following cases: -
- (a) To a worker who retires at or over the age of fifty-five years or who has retired on the grounds of ill health, provided that no payment shall be made for pro-rata long service leave unless the worker has completed not less than twelve months' continuous service.
 - (b) To a worker who has retired for any other cause: Provided that no payment shall be made for pro-rata long service leave unless the worker had completed not less than three years' continuous service before the date of his retirement.
 - (c) To the widow of a worker or such other person as may be approved by the employer in the event of the death of a worker: Provided that no payment shall be made for pro-rata long service leave unless the worker had completed not less than twelve months' continuous service prior to the date of his death.
- (9) A calculation of the amount due for long service leave accrued and for pro-rata long service leave shall be made at the rate of salary of a worker at the date of retirement, resignation or death, whichever applies and no such payment shall exceed the equivalent of twelve months' salary.
- (10) Long service leave accrued prior to the issue of this Award shall remain to the credit of each worker.
- (11) Subject to the provisions of subclauses (4), (5), (7), (8) and (12) of this clause, the service of a worker shall not be deemed to have been broken -
- (a) by resignation, if he resigns from the employment of an employer a party to this Award and commences with another employer a party to this Award within one working week of the expiration of any period for which payment in lieu of annual leave or holiday has been made by the employer from whom he resigned or, if no such payment has been made, within one working week of the day on which his resignation became effective;
 - (b) if his employment is ended by his employer a party to this Award for any reason other than misconduct or unsatisfactory service but only if -
 - (i) the worker resumes employment with an employer a party to this Award not later than six months from the day on which his employment ended; and
 - (ii) payment pursuant to subclause (8) of this clause has not been made; or
 - (c) by any absence approved by the employer as leave whether with or without pay.
- (12) The expression "continuous service" in this clause includes any period during which a worker is absent on full pay or part pay, from his duties in the hospital service, but does not include -
- (a) any period exceeding two weeks during which the worker is absent on leave without pay;
 - (b) any period during which the worker is taking his long service leave entitlement or any portion thereof;

- (c) any service of the worker prior to his attaining the age of eighteen years;
- (d) Any service of the employee who resigns or is dismissed, other than service prior to such resignation or to the date of any offence in respect of which the employee is dismissed when such prior service has actually entitled the employee to long service leave under this clause.

20. - MOTOR VEHICLE ALLOWANCES

(1) Allowance for Workers Required to Supply and Maintain a Vehicle as a Term of Employment

- (a) A worker who is required to supply and maintain a motor vehicle for use when travelling on official business as a term of employment and who is not in receipt of an allowance provided by subclause (5) shall be reimbursed monthly in accordance with the appropriate rates set out in subclause (7) for journeys travelled on official business and approved by the employer or an authorised worker.
- (b) A worker who is reimbursed under the provisions of subclause (1)(a) will also be subject to the following conditions.
 - (i) For the purposes of subclause (1)(a) a worker shall be reimbursed with the appropriate rates set out in subclause (7) for the distance travelled from the worker's residence to the place of duty and for the return distance travelled from place of duty to residence except on a day where the worker travels direct from residence to headquarters and return and is not required to use the vehicle on official business during the day.
 - (ii) Where a worker, in the course of a journey, travels through two or more separate areas, reimbursement shall be made at the appropriate rate applicable to each of the areas traversed as set out in subclause (7).
 - (iii) Where a worker does not travel in excess of 4,000 kilometres in a year an allowance calculated by multiplying the appropriate rate per kilometre by the difference between the actual distance travelled and 4,000 kilometres shall be paid to the worker provided that where the worker has less than 12 months' qualifying service in the year then the 4,000 kilometre distance will be reduced on a pro rata basis and the allowance calculated accordingly.
 - (iv) Where a part-time worker is eligible for the payment of an allowance under (iii) above such allowance shall be calculated on the proportion of total hours worked in that year by the worker to the annual standard hours had the worker been employed on a full-time basis for the year.
 - (v) A worker who is required to supply and maintain a motor vehicle for use on official business is excused from this obligation in the event of the worker's vehicle being stolen, consumed by fire, or suffering a major and unforeseen mechanical breakdown or accident, in which case all entitlement to reimbursement ceases while the worker is unable to provide the motor vehicle or a replacement.
 - (vi) It shall be open to the employer or his representative to elect to waive the requirement that a worker supply and maintain a motor vehicle for use on official business, but three months' written notice of the intention so to do shall be given to the worker concerned.

(2) Allowance for Workers Relieving Workers Subject to Subclause (1)

(a) A worker not required to supply and maintain a motor vehicle as a term of employment who is required to relieve a worker required to supply and maintain a motor vehicle as a term of employment shall be reimbursed all expenses incurred in accordance with the appropriate rates set out in subclause (7) for all journeys travelled on official business and approved by the employer or an authorised worker where the worker is required to use his/her vehicle on official business whilst carrying out their respective duties.

(b) For the purposes of subclause (2)(a) a worker shall be reimbursed all expenses incurred in accordance with the appropriate rates set out in subclause (7) for the distance travelled from the worker's residence to place of duty and the return distance travelled from place of duty to residence except on a day where the worker travels direct from residence to headquarters and return and is not required to use the vehicle on official business during the day.

(c) Where a worker, in the course of a journey travels through two or more separate areas, reimbursement shall be made at the appropriate rate applicable to each of the areas traversed as set out in subclause (7).

(d) For the purposes of this subclause the allowance provided in subclause (1)(b), (iii) and (iv) shall not apply.

(3) Allowance for Other Workers Using Vehicle on Official Business

(a) A worker who is not required to supply and maintain a motor vehicle for use when travelling on official business as a term of employment, but when requested by the employer or an authorised worker voluntarily consent to use the vehicle and who is not in receipt of an allowance provided by subclause (5) shall, for journeys travelled on official business approved by the employer or an authorised worker be reimbursed all expenses incurred in accordance with the appropriate rates set out in subclauses (8) and (9).

(b) For the purpose of subclause (3)(a) a worker shall not be entitled to reimbursement for any expenses incurred in respect to the distance between the worker's residence and headquarters and the return distance from headquarters to residence.

(c) Where a worker in the course of a journey travels through two or more separate areas, reimbursement shall be made at the appropriate rate applicable to each of the areas traversed as set out in subclause (8).

(4) Allowance for Towing Employer's Caravan or Trailer

In the cases where workers are required to tow employer's caravans on official business, the additional rates shall be 6.5 cents per kilometre. When an employer's trailer is towed on official business the additional rates shall be 3.5 cents per kilometre.

(5) Commuted Allowance

The employer may authorise a commuted amount for reimbursement of costs for motor vehicles or any other conveyance belonging to a worker.

(6) Increase of Inadequate Rates:

The employer may increase the rates prescribed by this subclause in any case in which it is satisfied that they are inadequate.

(7) Requirement to Supply and Maintain a Motor Vehicle

	Rate(cents)perkilomet re		
AreaDetails	EngineDisplacement(incubiccentimetres)		
	Over2600cc	Over1600cc	1600cc
	to2600cc	andunder	
<u>MetropolitanArea</u>			
First4000kilometres	149.7	126.6	102.2
Over4000upto8000kms	61.7	52.7	44.0
Over8000upto16000kms	32.4	28.1	24.6
Over16000kms	34.0	28.8	24.7
<u>SouthWestLandDivision</u>			
First4000kilometres	154.3	130.9	106.4
Over4000upto8000kms	64.0	54.8	46.0
Over8000upto16000kms	33.9	29.4	25.8
Over16000kms	35.2	29.7	25.5
<u>South Latitude°North of 23.5</u>			
First4000kilometres	170.9	145.4	118.9

Over4000upto8000kms	70.3	60.2	50.7
Over8000upto16000kms	36.7	31.9	28.0
Over16000kms	36.3	30.6	26.3
<u>RestofState</u>			
First4000kilometres	159.2	134.8	109.2
Over4000upto8000kms	66.0	56.4	47.2
Over8000upto16000kms	34.9	30.2	26.5
Over16000kms	35.7	30.1	25.9

(8) Voluntary Use of a Motor Vehicle

Metropolitan Area	69.0	58.9	48.9
South West Land Division	71.5	61.1	51.0
South Latitude ° North of 23.5	78.7	67.3	56.4
Rest of the State	73.7	62.9	52.4

(9) Voluntary Use of a Motor Cycle

Distance Travelled During	Rate
a Year on Official	Cents per kilometre

Business	
Rate per kilometre	23.9

(10) In this clause the following expression shall have the following meanings: -

- (a) "A year" means twelve months commencing on the first day of July and ending on the thirtieth day of June next following.
- (b) "South West Land Division" means the South West Land Division as defined by section 28 of the Land Act, 1933 - 1971, excluding the area contained within the Metropolitan Area.
- (c) "Rest of the State" means that area south of 23.5 degrees south latitude, excluding the Metropolitan Area and the South West Land Division.
- (d) "Term of Employment" means a requirement made known to the worker at the time of applying for the position by way of publication in the advertisement for the position, written advice to the worker contained in the offer for the position or oral communication at interview by an interviewing worker and such requirement is accepted by the worker either in writing or orally.

(11) The allowances in this clause shall be varied in accordance with any movement in the allowance in the Public Service Award 1992.

21. - TRAVELLING

(1) A worker who travels on official business shall be reimbursed reasonable expenses in accordance with the provisions of this clause.

(2) When a trip necessitates an overnight stay away from his headquarters and he -

is supplied with accommodation and meals free of charge,

or

attends a course, conference, etc., where the fee paid includes accommodation and meals,

or

travels by rail and is provided with a sleeping berth and meals,

or

is accommodated at a Government institution, hostel or similar establishment and supplied with meals,

reimbursements shall be in accordance with the rates prescribed in Column A, Items 1, 2 or 3 of Clause 24A.

- (3) When a trip necessitates an overnight stay away from his headquarters and he is fully responsible for his own accommodation, meals and incidental expenses -
- (i) Where hotel or motel accommodation is utilised reimbursement shall be in accordance with the rates prescribed in Column A, Items 4 to 8 of Clause 24A.
 - (ii) Where other than hotel or motel accommodation is utilised reimbursement shall be in accordance with the rates prescribed in Column A, Items 9, 10 or 11 of Clause 24A.
- (4) To calculate reimbursement under subclauses (2) and (3) for a part of a day, the following formulae shall apply -
- (i) If departure from headquarters is:
 - Before 8.00 a.m. - 100% of the daily rate.
 - 8.00 a.m. or later but prior to 1.00 p.m. - 90% of the daily rate.
 - 1.00 p.m. or later but prior to 6.00 p.m. - 75% of the daily rate.
 - 6.00 p.m. or later - 50% of the daily rate.
 - (ii) If arrival back at headquarters is:
 - 8.00 a.m. or later but prior to 1.00 p.m. - 10% of the daily rate.
 - 1.00 p.m. or later but prior to 6.00 p.m. - 25% of the daily rate.
 - 6.00 p.m. or later but prior to 11.00 p.m. - 50% of the daily rate.
 - 11.00 p.m. or later - 100% of the daily rate.
- (5) When a worker travels to a place outside a radius of fifty kilometres measured from his headquarters, and the trip does not involve an overnight stay away from his headquarters, reimbursement for all meals claimed shall be at the rates set out in Column A, Items 12 or 13 of Clause 24A, subject to the worker's certification that each meal claimed was actually purchased.
- Provided that when a worker departs from his headquarters before 8.00 a.m. and does not arrive back at his headquarters until after 11.00 p.m. on the same day he shall be paid at the appropriate rate prescribed in Column A, Items 4 to 8 of Clause 24A.
- (6) When it can be shown to the satisfaction of the employer by the production of receipts that reimbursement in accordance with Clause 24A. does not cover a worker's reasonable expenses for a whole trip he shall be reimbursed the excess expenditure.
- (7) In addition to the rates contained in Clause 24A a worker shall be reimbursed reasonable incidental expenses such as train, bus and taxi fares, official telephone calls, laundry and dry cleaning expenses, on production of receipts.
- (8) If on account of lack of suitable transport facilities a worker necessarily engages reasonable accommodation for the night prior to commencing travelling on early morning transport he shall be reimbursed the actual cost of such accommodation.

- (9) Reimbursement of expenses shall not be suspended should a worker become ill whilst travelling, provided leave for the period of such illness is approved in accordance with the provisions of this award, and the worker continues to incur accommodation, meal and incidental expenses.
- (10) Reimbursement claims for travelling in excess of fourteen days in one month shall not be passed for payment by a certifying officer until the employer has endorsed the account.
- (11) A worker who is relieving at or temporarily transferred to any place within a radius of fifty kilometres measured from his headquarters shall not be reimbursed the cost of midday meals purchased, but a worker travelling on duty within that area which requires his absence from his headquarters over the usual midday meal period shall be paid the rate prescribed by Item 17 for each meal necessarily purchased provided that:
- (i) such travelling is not a normal feature in the performance of his duties; and
 - (ii) such travelling is not within the suburb in which he resides; and
 - (iii) his total reimbursement under this subclause for any one pay period shall not exceed the amount prescribed by Item 18.

22. - TRANSFERS

- (1)
- (a) The provisions of this clause shall apply to a worker who terminates his employment with one employer bound by this award and commences with another employer bound by this award if that worker complies with the following:
- (i) The classification of the new position is higher than the classification of his former position, or, the classification of the new position is the same or lower than the classification of his former position and the worker is changing his employment on account of illness over which he has no control.
 - (ii) The worker commences with the new employer within one working week of the expiration of any period for which payment in lieu of annual leave or holiday has been made by the employer from whom he resigned, or, if no such payment has been made, within one working week of the day on which his resignation became effective.
- (b) Except as provided in subclause (3) a married or single worker shall be paid by the new employer at the rates prescribed in Column A, Items 4, 5 or 6 of Clause 24A. - Travelling, Transfers and Relieving Duty - Rates of Allowance, for a period of fourteen days after arrival at his new locality: Provided that if a worker is required to travel on official business during the said period, such period will be extended by the time spent in travelling. Under no circumstances, however, shall the provisions of this subclause operate concurrently with those of clause 21. - Travelling to permit a worker to be paid allowances in respect of both travelling and transfer expenses for the same period.
- (2) If a married worker is unable to obtain reasonable accommodation for the transfer of his home within the prescribed period referred to in subclause (1) of this clause and the new employer is satisfied that the worker has taken all possible steps to secure reasonable accommodation, such workers shall, after the expiration of the prescribed period be paid in accordance with the rates prescribed by Column B, Items 4, 5, 6, 7 or 8 of Clause 24A. - Travelling, Transfers and Relieving Duty - Rates of Allowance, as the case may require, until such time as he has secured reasonable accommodation: Provided that the period of reimbursement under this

subclause shall not exceed seventy -seven days without the approval of the new employer. A single worker shall not be paid allowances under this subclause.

- (3) When it can be shown by the production of receipts or other evidence that an allowance payable under this clause would be insufficient to meet reasonable additional costs incurred by a worker on transfer, an appropriate rate of reimbursement shall be determined by the new employer.

In the event of a dispute, the matter may be referred to the Board of Reference for determination.

- (4) A worker who occupies hospital accommodations shall not be entitled to reimbursement under this clause: Provided that where entry into hospital accommodation is delayed through circumstances beyond his control a worker may, subject to the production of receipts, be reimbursed actual reasonable accommodation and meal expenses for himself and his wife and dependent children under sixteen years of age or other children wholly dependent on him, less a deduction for normal living expenses prescribed in Column A, Items 15 and 16 of Clause 24A. - Travelling, Transfers and Relieving Duty - Rates of Allowance, and provided that if any costs are incurred under subclause (6)(b), they shall be reimbursed.

(5)

- (a) The application of this clause shall so far as the Perth Dental Hospital is concerned be made as if the various clinics of the hospital are separate employers and shall include those workers who have been transferred from one clinic to another.
- (b) This clause shall not apply to workers engaged by the Royal Perth Hospital, Sir Charles Gairdner Hospital, Fremantle Hospital, Princess Margaret Hospital for Children and King Edward Memorial Hospital for Women.
- (c) This clause shall not apply to workers who resign from one employer in the Metropolitan area and commence with another employer in the Metropolitan area.

(6)

- (a) Where a worker transfers his employment in accordance with the other provisions of this clause and incurs expenses referred to in paragraph (b) hereof as a result of that transfer, then the worker shall be granted a Disturbance Allowance and shall be reimbursed by the new employer the actual expenditure incurred upon production of receipts or such other evidence as may be required.
- (b) The Disturbance Allowance shall include -
- (i) Cost incurred for telephone installation at his new residence provided that the cost of telephone installation shall be reimbursed only where a telephone was installed at the worker's former residence including departmental accommodation and provided further, that reimbursement shall not apply to a worker's private residence wherein a telephone was not installed prior to his first transfer in accordance with this provision.
- (ii) Costs incurred with the connection or reconnection of services to his household including departmental accommodation for water, gas or electricity.

A worker who, in the course of his duties, is called upon to travel before the usual time for commencing or after the usual time for ceasing duty may, at the discretion of the employer, be granted time off in respect of such time or part of such time as he spends in travelling.

24. - RELIEVING OR SPECIAL DUTY

- (1) A worker who is required to take up duty away from his usual headquarters on relief duty or to perform special duty, and necessarily resides temporarily away from his usual place of residence shall be reimbursed reasonable expenses in accordance with the provisions of this clause.
- (2) Where the worker:
- is supplied with accommodation and meals free of charge, or
- is accommodated at a Government institution, hostel or similar establishment and supplied with meals,
- reimbursements shall be in accordance with the rates prescribed in Column A, Items 1, 2 or 3 of Clause 24A.
- (3) Where the worker is fully responsible for his own accommodation, meals and incidental expenses and hotel or motel accommodation is utilised:
- (i) For the first forty -two days after arrival at the new locality reimbursement shall be in accordance with the rates prescribed in Column A, Items 4 to 8 of Clause 24A.
- (ii) For periods in excess of forty -two days after arrival in the new locality reimbursement shall be in accordance with the rates prescribed in Column B, Items 4 to 8 of Clause 24A for married workers or Column C, Items 4 to 8 of Clause 24A for single workers:
- Provided that the period of reimbursement under this subclause shall not exceed forty -nine days without the approval of the employer.
- (4) Where the worker is fully responsible for his own accommodation, meal and incidental expenses and other than hotel or motel accommodation is utilised, reimbursement shall be in accordance with the rates prescribed in Column A, Items 9, 10 or 11 of Clause 24A.
- (5) Reimbursement of expenses shall not be suspended should a worker become ill whilst on relief duty, provided leave for the period of such illness is approved in accordance with Clause 18. - Sick Leave and the worker continues to incur accommodation, meal and incidental expenses.
- (6) When a worker who is required to relieve or perform special duties in accordance with subclause (1) of this clause is authorised by the employer to travel to the new locality in his own motor vehicle he shall be reimbursed for the return journey as follows:
- (i) Where the worker will be required to maintain a motor vehicle for the performance of the relieving or special duties, reimbursement shall be in accordance with the appropriate rate prescribed by Clause 20 of this Award.
- (ii) Where the worker will not be required to maintain a motor vehicle for the performance of the relieving or special duties reimbursement shall be on the basis of one -half of the appropriate rate prescribed by Clause 20 of this Award: Provided that the maximum amount of reimbursement shall not exceed the cost of the fare by public conveyance which otherwise would be utilised for such return duty.

(7) The rate applicable to a married worker under subclause (2)(ii) shall be paid to a single worker if the employer is satisfied that the worker has to maintain a home and support dependants therein, in a locality other than that to which he has been sent. A certificate to this effect must be furnished by a single worker claiming the higher rate.

(8) Where it can be shown by the production of receipts or other evidence that an allowance payable under this clause would be insufficient to meet reasonable additional costs incurred, an appropriate rate of reimbursement shall be determined by the employer.

In the event of a dispute, the matter may be referred to the Board of Reference for determination.

(9) The provisions of Clause 21 shall not operate concurrently with the provisions of this clause to permit a worker to be paid allowances in respect of both travelling and relieving expenses for the same period: Provided that where a worker is required to travel on official business which involves an overnight stay away from his temporary headquarters the employer may extend the periods specified in subclause (3) by the time spent in travelling.

(10) A worker who is directed to relieve another worker or to perform special duty away from his usual headquarters and is not required to reside temporarily away from his usual place of residence shall, if he is not in receipt of a higher duties allowance or special allowance for such work, be reimbursed the amount of additional fares paid by him in travelling by public transport to and from his place of temporary duty.

24A. - TRAVELLING, TRANSFERS AND RELIEVING DUTY - RATES OF ALLOWANCE

ITEM	PARTICULARS	<u>COLUMN A</u>		<u>COLUMN B</u>		<u>COLUMN C</u>	
		DAILY RATE		DAILY OFFICERS WITH DEPENDENTS RELIEVING ALLOWANCE FOR PERIOD IN EXCESS OF 42 DAYS (CLAUSE 24(3)(ii))	RATE WITH	DAILY OFFICERS WITHOUT DEPENDENTS RELIEVING ALLOWANCE FOR PERIOD IN EXCESS OF 42 DAYS (CLAUSE 24(3)(ii))	RATE
				TRANSFER ALLOWANCE FOR PERIOD IN EXCESS OF PRESCRIBED PERIOD (CLAUSE 22(2))			

ALLOWANCE TO MEET INCIDENTAL EXPENSES

\$

\$

\$

(1) W.A. -Southof

26 ° South 11.35
Latitude

(2) W.A. -Northof

26 ° South 14.60
Latitude

(3) Interstate 14.60

ACCOMMODATIONINVOLVINGANOVERNIGHTSTAYINAHOTELORMOTEL

(4) W.A. -
Metropolitan

HotelorMotel 181.20 90.60 60.40

(5) LocalitySouthof

26 ° South 163.00 81.50 54.35
Latitude

(6) LocalityNorthof

26 ° South
Latitude:

Broome 253.80 126.90 84.60

Carnarvon 208.70 104.35 69.55

Dampier 203.00 101.50 67.65

Derby	176.35	88.20	58.80
Exmouth	215.10	107.55	71.70
FitzroyCrossing	303.10	151.55	101.05
Gascoyne Junction	128.10	64.05	42.70
HallsCreek	243.60	121.80	81.20
Karratha	320.35	160.20	106.80
Kununurra	253.30	126.65	84.45
MarbleBar	178.60	89.30	59.55
Newman	247.95	123.95	82.65
Nullagine	154.00	77.00	51.35
Onslow	202.05	101.05	67.35
Pannawonica	175.45	87.70	58.50
Paraburdoo	241.60	120.80	80.55
PortHedland	220.10	110.05	73.35
Roebourne	131.20	65.60	43.75
Sandfire	159.60	79.80	53.20
SharkBay	175.10	87.55	58.35
TomPrice	211.60	105.80	70.55
TurkeyCreek	165.60	82.80	55.20
Wickham	301.60	150.80	100.55
Wyndham	158.10	79.05	52.70

(7)	Interstate CapitalCity	–		
	Sydney	240.00	120.00	80.00
	Melbourne	240.35	120.20	80.10
	OtherCapitals	203.15	101.60	67.65
(8)	Interstate -Other thanCapitalCity	163.00	81.50	54.35

ACCOMMODATION INVOLVING AN OVERNIGHT STAY AT OTHER THAN A HOTEL OR MOTEL

(9)	W.A. -Southof 26 ° South Latitude	75.75		
(10)	W.A. -Northof 26 ° South Latitude	92.05		
(11)	Interstate	92.05		

TRAVEL NOT INVOLVING AN OVERNIGHT STAY OR TRAVEL NOT INVOLVING AN OVERNIGHTSTAYWHEREACCOMMODATIONONLYISPROVIDED

(12)	W.A. - South of 26 ° South Latitude:			
------	--	--	--	--

Breakfast	13.65
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Lunch	13.65
-------	-------

Dinner	37.15
--------	-------

(13) W.A. - North of
26 ° South
Latitude:

Breakfast	15.35
-----------	-------

Lunch	26.60
-------	-------

Dinner	35.50
--------	-------

(14) Interstate

Breakfast	15.35
-----------	-------

Lunch	26.60
-------	-------

Dinner	35.50
--------	-------

DEDUCTIONFORNORMALLIVINGEXPENSES(CLAUSE22(4))

(15) EachAdult	21.95
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(16) EachChild	3.75
----------------	------

MIDDAYMEAL(CLAUSE21(11))

- | | | |
|------|--------------------------------------|-------|
| (17) | Rate per meal | 5.30 |
| (18) | Maximum reimbursement per pay period | 26.50 |

The allowances prescribed in this clause shall be varied in accordance with any movement in the equivalent allowances in the Public Service Award, 1992.

25. - REMOVAL ALLOWANCE

(1)

(a) The provisions of this clause shall apply to an employee who terminates employment with one employer bound by this award and commences with another employer bound by this award if that employee complies with the following: -

(i) The classification of the new position is higher than the classification of the employee's former position, or, the classification of the new position is the same or lower than the classification of the employee's former position and the employee is changing employment on account of illness over which the employee has no control.

(ii) The employee commences with the new employer within one working week of the expiration of any period for which payment in lieu of annual leave or holiday has been made by the employer from whom the employee resigned, or, if no such payment has been made, within one working week of the day on which resignation became effective.

(b) The employee shall be reimbursed by the new employer: -

(i) The actual reasonable cost of conveyance for the employee and dependants.

(ii) The actual cost (including insurance) of the conveyance of an employee's household furniture, effects and appliances up to a maximum volume of 35 cubic metres, provided that a larger volume may be approved by the employer in special cases.

(iii) An allowance of \$519.00 for accelerated depreciation and extra wear and tear on furniture, effects and appliances for each occasion that an employee is required to transport furniture, effects and appliances. Provided that the employer is satisfied that the value of household furniture, effects and appliances moved by the employee is at least \$3,106.00.

(iv) Reimbursement of reasonable expenses in kennelling and transporting of domestic pet or pets up to a maximum amount of \$157.00.

Pets are defined as dogs, cats, birds or other domestic animals kept by the officer or the employee's dependents for the purpose of household enjoyment.

Pets do not include domesticated livestock, native animals nor equine animals.

- (2) An employee who terminates employment solely for the employee's convenience or is terminated on account of misconduct must bear the whole cost of removal unless otherwise determined by the old employer prior to removal.
- (3) An employee shall be reimbursed the full freight charges necessarily incurred in respect of the removal of his motor vehicle. If authorised by the new employer to travel to a new locality in his own motor vehicle, reimbursements shall be as follows:
- (a) Where the worker will be required by the new employer to maintain a motor vehicle as a term of employment, reimbursement for the distance necessarily travelled shall be on the basis of the appropriate rate prescribed by subclause (1) of Clause 20. - Motor Vehicle Allowance of this award.
- (b) Where the employee will not be required by the new employer to maintain a motor vehicle as a term of employment, reimbursement for the distance necessarily travelled shall be on the basis of one-half of the appropriate rate prescribed by subclause (3) of Clause 20. - Motor Vehicle Allowance of this award.
- (4) Where practicable furniture, effects and appliances, shall be removed by State-owned transport. Where it is impracticable to use State-owned transport the employee shall, before removal is undertaken, obtain quotes from at least two carriers which shall be submitted to the new employer, whom may authorise the acceptance of the more suitable:

Provided that the maximum amount prescribed by subclause (1)(b)(ii) of this clause is not exceeded without the written approval of the new employer having first been obtained.

- (5) The new employer may, in lieu of conveyance, authorise payment of an amount not exceeding the maximum prescribed by subclause (1)(b)(ii) of this clause to compensate for loss in any case where an employee with prior approval of the employer, disposes of his furniture, effects and appliances instead of removing them to his new locality:

Provided that such payment shall not exceed the sum which would have been paid if such furniture, effects and appliances had been removed by the cheapest method of transport available.

- (6) Where an employee occupies hospital accommodation where furniture is provided and as a consequence is obliged to store furniture, the employee shall be reimbursed the actual cost of such storage up to a maximum allowance of \$964.00 per annum. Actual cost is deemed to include the premium for adequate insurance coverage of the value of the furniture stored. An allowance under this subclause shall not be paid for a period in excess of four years without the approval of the employer.
- (7) In the case of an employee without dependants an application for any reimbursement under this clause shall be considered by the employer.
- (8) Newly appointed employees shall be entitled to receive the benefits of this clause if they are required by the employer to participate in any training course prior to being posted to their respective positions. This entitlement shall only be available to employees who have completed their training and who incur costs when moving to their first posting.
- (9) Receipts must be produced for all sums claimed.

- (10)

- (a) The application of this clause shall so far as the Perth Dental Hospital is concerned be made as if the various clinics of the hospital are separate employers and shall include those employees who have been transferred from one clinic to another.
 - (b) This clause shall not apply to employees engaged by the Royal Perth Hospital, Sir Charles Gairdner Hospital, Fremantle Hospital, Princess Margaret Hospital for Children and King Edward Memorial Hospital for Women.
 - (c) This clause shall not apply to employees who resign from one employer in the metropolitan area and commence with another employer in the metropolitan area.
- (11) The allowances prescribed in this clause shall apply from 1 July 2000 and shall be varied in accordance with any movement in the equivalent allowances in the Government Officers Salaries, Allowances and Conditions Award 1989.

26. - DIRTY WORK

A special allowance, to be determined by the employer, shall be paid to a worker when engaged in any dirty work (including moving or sorting old books and documents) which is not part of the regular duty of the worker concerned: Provided that a dispute or disagreement as to the amount of such allowances shall be referred to the Board of Reference.

27. - DISPUTE SETTLEMENT PROCEDURE

(1) Preamble

Subject to the provisions of the Industrial Relations Act 1985 (as amended) any grievance, complaint or dispute, or any matter raised by the Union or a respondent employer and his/her employees, shall be settled in accordance with the procedure set out herein.

The parties agree that no bans, stoppages or limitations will be imposed prior to, or during the time this procedure is being followed.

This clause in no way limits the rights of employers, employees and the Union under the Occupational Health, Safety and Welfare Act 1984 or other related legislation.

(2) Procedure

Where the matter is raised by an employee, or a group of employees, the following steps shall be observed.

- (a) The employee(s) concerned shall discuss the matter with the immediate supervisor. If the matter cannot be resolved at this level the supervisor shall, within two working days, refer the matter to a more senior officer nominated by the employer and the employee(s) shall be advised accordingly.
- (b) The senior officer shall, if able, answer the matter raised within five working days of it being referred and if the senior officer is not so able, refer the matter to the employer for his/her attention, and the employee(s) shall be advised accordingly.
- (c)

- (i) If the matter has been referred in accordance with paragraph (b) above the employee(s) or the shop steward shall notify the Union Secretary or nominee, to enable the opportunity of discussing the matter with the employer.
- (ii) The employers shall, as soon as practicable after considering the matter before it, advise the employee(s) or, where necessary the Union of its decision. Provided that such advice shall be given within 21 calendar days of the matter being referred to the employer.
- (d) Should the matter remain in dispute after the above processes have been exhausted either party may refer the matter to the Western Australian Industrial Relations Commission.
- (e) Nothing in this procedure shall preclude the parties reaching agreement to shorten or extend the periods specified in subclauses (2)(a), (b) or (c)(ii).

(3) Disciplinary Procedure

Where an employer seeks to discipline an employee, or terminate an employee the following steps shall be observed:

- (a)
 - (i) In the event that an employee commits a misdemeanour, the employee's immediate supervisor or any other officer so authorised, may exercise the employer's right to reprimand the employee so that the employee understands the nature and implications of his/her conduct.
 - (ii) The first two reprimands shall take the form of warnings and, if given verbally, shall be confirmed in writing as soon as practicable after the giving of the reprimand.
 - (iii) Should it be necessary, for any reason, to reprimand an employee three times in a period not exceeding twelve months continuous service, the contract of service shall, upon the giving of that third reprimand, be terminable in accordance with Clause 8. -
Contract of Service.
 - (iv) The employee shall have the right to request representation when being reprimanded in accordance with this subclause.
 - (v) The above procedure is meant to preserve the rights of the individual employee, but it shall not, in any way, limit the right of the employer to summarily dismiss an employee for misconduct.

(4) Access to the Industrial Relations Commission

The settlement procedures provided by this clause shall be applied to all manner of disputes referred to in subclause (1) hereof, and no party, or individual, or group of individuals, shall commence any other action, of whatever kind, which may frustrate a settlement in accordance with its procedures. Observance of these procedures shall in no way prejudice the right of any party in dispute to refer the matter for resolution in the Western Australian Industrial Relations Commission, at any time.

The status quo (i.e. the condition applying prior to the issue arising) will remain until the issue is resolved in accordance with the procedure outlined above.

(5) Provision of Services

The Union recognises that the Health Department and the teaching hospitals have a statutory and public responsibility to provide health care services without any avoidable interruptions.

This grievance procedure has been developed between the parties to provide an effective means by which employees may reasonably expect problems will be dealt with as expeditiously as possible by hospital management.

Accordingly, the Union hereby agrees that during any period of industrial action, sufficient labour will be made available to carry out work essential for life support within hospitals.

(6) Industry Wide Issues

In resolving issues of an industry wide nature discussions will commence at the level specified in subclause (2)(c)(i) above, between the appropriate Union official and the Manager, Industrial Relations, Health Department or his/her nominee.

(7) Definitions

For the purpose of this procedure:

"employer" means the officer nominated at each worksite.

"senior officer" means an officer nominated by management.

"industry wide issues" include issues affecting more than one work site or claims seeking variation to an award.

"worksite" means as agreed between the parties.

(8) Breach of Procedure

The parties acknowledge that this procedure formed part of the package which justified the payment of the increases available under the Structural Efficiency Principle.

Accordingly, the parties agree that if either party is of the view that the other party is in breach of this procedure, the matter will be referred to the WAIRC for it to determine;

(a) whether a breach of the procedure has occurred; and

(b) subject to (a) above, the appropriateness of the continued provision of the benefits provided under the Structural Efficiency Principle or any other action considered appropriate by the Commission.

28. - SHIFT WORK

(1)

(a) The loading on the ordinary rates of pay for an afternoon or night shift of seven and one half hours, worked in ordinary hours, shall be the same rate as prescribed from time to time in Clause 5. - Shift Work Allowance, subclause (a) of the Public Service Shift Work Agreement, 1978, No. 24 of 1978.

(b) For the purpose of this subclause: -

- (i) "Day Shift" shall mean a shift which commences after 6.00 a.m. and before 12.00 midday.
- (ii) "Afternoon Shift" shall mean a shift which commences at or after 12.00 midday and before 6.00 p.m.
- (iii) "Night Shift" shall mean a shift which commences at or after 6.00 p.m. and before 6.01 a.m.

(2)

- (a) Shift work performed during ordinary hours on Saturdays or Sundays shall be paid for at the rate of time and a half and on the days prescribed in subclause (1) of Clause 16. Holidays and Annual Leave it shall be paid in accordance with subclause (3)(a) of Clause 16 hereof.
- (b) The rates prescribed in this subclause shall be in substitution for and not cumulative on the rates prescribed in subclause (1) of this clause.
- (c) Work performed by a worker in excess of the ordinary hours of his shift, or on a rostered day off, shall be paid for in accordance with Clause 14. - Overtime.

29. - PROTECTIVE CLOTHING AND UNIFORMS

(1)

- (a) An employer may supply and require to be worn such protective clothing as is considered necessary.
- (b) An employer may supply uniforms and require them to be worn at all times when considered necessary by that hospital.
- (c) Protective clothing or uniforms supplied under paragraphs (a) or (b) of this subclause shall be aunded free of charge and remain the property of the hospital.

(2) When the employer requires a uniform to be worn, such uniform shall be supplied in accordance with paragraph (b) of subclause (1) of this clause or an allowance shall be paid to each staff member required to wear a uniform. The amount of such allowance shall be agreed upon between the employer and the Association, or, failing agreement, as may be determined by the Board of Reference.

30. - DISTRICT ALLOWANCE

(1) DEFINITIONS

For the purpose of this clause:

- (a) "Dependant" in relation to an employee means
 - (i) a spouse; or
 - (ii) where there is no spouse, a child or any other relative resident within the State who rely on the employee for their main support;

who does not receive a district or location allowance of any kind.

(b) "Partial Dependant" in relation to an employee means -

(i) a spouse; or

(ii) where there is no spouse, a child or any other relative resident within the State who rely on the employee for their main support;

who receive a district or location allowance of any kind less than that applicable to an employee without dependants under any award, agreement or other provision regulating the employment of the partial dependant.

(c) "Spouse" means an employee's spouse including de facto spouse.

(d) "De facto Spouse" means a person of the opposite sex to the employee who lives with the employee as the husband or wife of the employee on a bona fide domestic basis, although not legally married to that person.

(2) DISTRICT ALLOWANCE

(a) An employee shall be paid a District Allowance at the standard rate prescribed in Column II of subclause (7) of this clause, for the district in which the employee's headquarters is located. Provided that where the employee's headquarters is situated in a town or place specified in Column III, subclause (7) the employee shall be paid a district allowance at the rate appropriate to that town or place as prescribed in Column IV of the said subclause.

(b) An employee who has a dependant shall be paid double the district allowance prescribed by paragraph (a) of this subclause for the district, town, or place in which the employee's headquarters is located.

(c) Where an employee has a partial dependant the total district allowance payable to the officer shall be the district allowance prescribed by paragraph (a) of this subclause plus an allowance equivalent to the difference between the rate of district or location allowance the partial dependant receives and the rate of district or location allowance the partial dependant would receive if he or she was employed in a full time capacity under the Award, Agreement or other provision regulating the employment of the partial dependant.

(d) When an employee is on approved annual recreational leave, the employee shall for the period of such leave, be paid the district allowance to which he or she would ordinarily be entitled.

(e) When an employee is on long service leave or other approved leave with pay (other than annual recreational leave), the employee shall only be paid district allowance for the period of such leave if the employee, dependant/s or partial dependant/s remain in the district in which the employee's headquarters is situated.

(f) When an employee leaves his or her district on duty, payment of any district allowance to which the employee would ordinarily be entitled shall cease after the expiration of two weeks unless the employee's dependant/s or partial dependant/s remain in the district or as otherwise approved by the employer.

(g) Except as provided in paragraph (f) of this subclause, a district allowance shall be paid to any employee ordinarily entitled thereto in addition to reimbursement of any travelling, transfer or relieving expenses or camping allowance.

- (h) Where an employee whose headquarters is located in a district in respect of which no allowance is prescribed in subclause (7) of this clause, is required to travel or temporarily reside for any period in excess of one month in any district or districts in respect of which such allowance is so payable, then notwithstanding the employee's entitlement to any such allowance provided by Clause 21. - Travelling, or Clause 24. - Relieving or Special Duty, the employee shall be paid for the whole of such period a district allowance at the appropriate rate prescribed by paragraph (a), (b) or (c) of this subclause, for the district in which the employee spends the greater period of time.
- (i) When an employee is provided with free board and lodging by the employer or a Public Authority the allowance shall be reduced to two thirds of the allowance the employee would ordinarily be entitled to under this clause.

(3) PART TIME EMPLOYEES

An employee who is employed on a part time basis shall be paid a proportion of the appropriated district allowance payable in accordance with the following formula:

$$\frac{\text{Hours worked per fortnight}}{75} \times \frac{\text{Appropriate District Allowance}}{1}$$

(4) TRANSITION

An employee who immediately prior to July 1, 1989 was in receipt of district allowance at a rate which was greater than the amount to which the employee is entitled under this clause shall have the difference reduced in accordance with the following:

- (a) As from the first pay period commencing on or after July 1, 1989 the difference shall be reduced by thirty -three and one third (33 1/3%) percent; and
- (b) As from the first pay period commencing on or after January 1, 1990 the difference remaining between the amount paid pursuant to (a) above and that to which the employee is otherwise entitled under this clause shall be reduced by fifty (50%) percent; and
- (c) As from the first pay period commencing on or after July 1, 1990 payment shall be in accordance with the employee's entitlement under this clause.

(5) BOUNDARIES

For the purpose of subclause (7) of this clause, the boundaries of the various districts shall be as described hereunder and as delineated on the following plan.

District:

1. The area within a line commencing on the coast; thence east along lat. 28 to a point north of Talling Peak, thence due south to Talling Peak; thence southeast to Mt Gibson and Burracoppin, thence to a point southeast at the junction of lat. 32 and long. 119; thence south along long. 119 to coast.
2. That area within a line commencing on the south coast at long. 119 thence east along the coast to long. 123; then north along long. 123 to a point on lat. 30; thence west along lat. 30 to the boundary of No. 1 District.

3. The area within a line commencing on the coast at lat. 26; thence along lat. 26 to long. 123; thence south along long. 123 to the boundary of No. 2 District.

4. The area within a line commencing on the coast at lat. 24; thence east to the South Australian border; thence south to the coast; thence along the coast to long. 123; thence north to the intersection of lat. 26; thence west along lat. 26 to the coast.

5. That area of the State situated between the lat. 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.

(6) ADJUSTMENT OF RATES

The allowances prescribed in this clause shall be varied in accordance with any movement in the equivalent allowances in the Public Service Award 1992.

(7) DISTRICT ALLOWANCES

(a) Officers without dependants [Subclause (2)(a)]

COLUMN I	COLUMN II	COLUMN III	COLUMN IV
DISTRICT NO.	STANDARD RATE \$p.a.	EXCEPTIONS TO STANDARD RATE TOWN OR PLACE	\$p.a.
6	3,569	Nil	Nil
5	2,920	Fitzroy Crossing Halls Creek Turner River Camp Nullagine Liveringa (Camballin) Marble Bar Wittenoom Karratha Port Hedland	3,933 3,655 3,438 3,199
4	1,471	Warburton Mission	3,952

		Carnarvon	1,385
3	927	Meekatharra	1,471
		MountMagnet	
		Wiluna	
		Laverton	
		Leonora	
		Cue	
2	665	Kalgoorlie	222
		Boulder	
		Ravensthorpe	878
		Norseman	
		SalmonGums	
		MarvelLoch	
		Esperance	
1	Nil	Nil	Nil

(b) Officers with dependants [Subclause (2)(b)]

Double the appropriate rate as prescribed in (a) above for officers without dependants.

The allowances prescribed in this subclause shall operate from the beginning of the first pay period commencing on or after July 1, 2005.

31. - CHILD ALLOWANCE

- (1) A worker whose permanent headquarters are located north of 26° South latitude, including Shark Bay, shall be paid an allowance at the rate of \$100.00 per annum in respect of each one of his children of school age who is resident in the North: Provided that the total reimbursement per family unit under this clause shall not exceed \$400.00 per annum.
- (2) An allowance under this clause shall continue to be paid to a worker when he is absent from his headquarters on long service leave, annual leave or other leave as approved by the employer.

32. - CHANNEL OF COMMUNICATION

During the currency of this Award no employer shall recognise or negotiate with any organised body other than the Association in regard to the conditions of employment of workers covered by this Award.

33. - BOARD OF REFERENCE

- (1) The Commission hereby appoints, for the purpose of this Award, a Board of Reference consisting of a Chairman and two other members who shall be appointed pursuant to Part V of the Industrial Arbitration Act (Western Australian Industrial Commission) Regulations, 1974.
- (2) The Board of Reference is hereby assigned the function of determining any dispute between the parties in relation to any matter which, under this Award may be allowed approved, fixed, determined or dealt with by a Board of Reference.

34. - PART-TIME WORKERS

- (1)
 - (a) Notwithstanding anything contained in this Award a worker may be regularly employed to work less hours per week than are prescribed in Clause 13. -Hours and such hours may be worked in less than five days per week.
 - (b) Notwithstanding the provisions of subclause (2) of Clause 13. -Hours the employer may vary the ordinary hours of a part-time worker where the worker consents in writing provided that the employer shall give the part-time worker 48 hours notice of such variation in hours. For periods of less than 48 hours payment for the hours in addition to the ordinary hours shall be paid in accordance with Clause 14. -Overtime.
- (2) When a worker is employed under the provisions of this clause he shall be paid at a rate pro rata to the rate prescribed for the class of work on which he is engaged in the proportion to which his weekly hours bear to the weekly hours of a worker engaged full-time on that class of work.
- (3) When a worker is employed under the provisions of this clause, he shall be entitled to the same leave, penalties and other conditions as prescribed in the Award for full-time workers, with payment being in the proportion to which his weekly hours bear to the weekly hours of a worker engaged full-time in that class of work.
- (4) The employer shall advise the Secretary of the Union within twenty-eight days of the date of this order as to the offices occupied, the days on which and number of hours worked by those workers employed in a part-time capacity.
- (5) The employer shall advise the Secretary of the Union within seven days of any part-time office created or altered after the date of this Award.
- (6) Any dispute as to whether a part-time office is necessary shall be referred to the Board of Reference.
- (7) Notwithstanding the provisions of Clause 28. -Shift Work, for employees employed part-time in accordance with this clause, "Day Shift" shall include a shift which commences after 12.00 noon and finishes ordinary hours before 6.00pm.

35. - PROPERTY ALLOWANCE

- (1)
 - (a) The provisions of this clause shall apply to a worker who terminates his employment with one employer bound by this Award and commences with another employer bound by this Award if that worker complies with the following -

- (i) The classification of the new position is higher than the classification of his former position, or, the classification of the new position is the same or lower than the classification of his former position and the worker is changing his employment on account of illness over which he has no control.
- (ii) The worker commences with the new employer within one working week of the expiration of any period for which payment in lieu of annual leave or holidays has been made by the employer from whom he resigned, or, if no such payment has been made, within one working week of the day on which his resignation became effective.
- (b) The worker shall be entitled to be paid a property allowance by his new employer for reimbursement of prescribed expenses incurred by him -
- (A) In the sale of a residence in his former locality, which, at the date on which he received notice of his appointment in the new locality -
- (i) he owned and occupied; or
- (ii) he was purchasing under a contract of sale providing for vacant possession; or
- (iii) he was constructing for his own permanent occupation, on completion of construction;
- and
- (B) In the purchase of a residence or land for the purpose of erecting a residence thereon for his own permanent occupation in his new locality.
- (2) A worker shall be reimbursed such following expenses as are incurred in relation to the sale of a dwelling/house -
- (a) if the worker engaged an agent to sell the dwelling/house on his behalf - fifty percent of the amount of the commission paid to the agent in respect of the sale of the dwelling/house;
- (b) if the worker engaged a solicitor to act for him in connection with the sale of the dwelling/house - the amount of the professional costs and disbursements necessarily incurred and paid to the solicitor in respect of the sale of the dwelling/house;
- (c) if the land on which the dwelling/house is created was subject to a first mortgage and that mortgage was discharged on the sale, then a worker shall, if, in a case where a solicitor acted for the mortgagee in respect of the discharge of the mortgage and the worker is required to pay the amount of the professional costs and disbursements necessarily incurred by the mortgagee in respect of the discharge of the mortgage - the amount so paid by the worker;
- (d) if the worker did not engage an agent to sell the dwelling/house on his behalf - the amount of the expenses reasonably incurred by the worker in advertising the dwelling/house for sale.
- (3) A worker shall be reimbursed such following expenses as are incurred in relation to the purchase of a dwelling/house -
- (a) if the worker engaged a solicitor or settlement agent to act for him in connection with the purchase of the dwelling/house - the amount of the professional costs and disbursements

necessarily incurred and paid to the solicitor or settlement agent in respect of the purchase of the dwelling/house;

(b) if the worker mortgaged the land on which the dwelling/house was erected in conjunction with the purchase of the dwelling/house, then a worker shall, if, in a case where a solicitor acted for the mortgagee and the worker is required to pay and has paid the amount of the professional costs and disbursements (including valuation fees but not a procuration fee payable in connection with the mortgage) necessarily incurred by the mortgagee in respect of the mortgage - the amounts so paid by the worker;

(c) if the worker did not engage a solicitor or settlement agent to act for him in connection with the purchase or such a mortgage - the amount of the expenses reasonably incurred by the worker in connection with the purchase or the mortgage, as the case may be, other than a procuration fee paid by the worker in connection with the mortgage.

(4) A worker is not entitled to be paid a property allowance under subclause (1)(b)(B) unless she is entitled to be paid a property allowance under subclause (1)(a)(A); provided that the employer may approve the payment of a property allowance under subclause (1)(b)(B) to a worker who is not entitled to be paid a property allowance under subclause (1)(a)(A) if the employer is satisfied that it was necessary for the worker to purchase a residence or land for the purpose of erecting a residence thereon in this new locality because of his transfer from his former locality.

(5) For the purpose of this Award it is immaterial that the ownership, sale or purchase is -

(a) In the case of a married worker, solely or jointly or in common with -

(i) his spouse;

(ii) a dependant relative; or

(iii) his spouse and a dependant relative, or

(b) In the case of any other worker, solely or jointly or in common with a dependant relative living with him.

(6) Where the worker sells or purchases a residence jointly or in common with another person not being a person referred to in subclause (5) - he shall be paid only the proportion of the expenses for which he is responsible.

(7) An application by a worker for a property allowance shall be accompanied by evidence of the payment by the worker of the expenses, being evidence that is satisfactory to the employer.

(8) Notwithstanding the foregoing provisions, a worker is not entitled to the payment of a property allowance -

(a) In respect of a sale or purchase prescribed in subclause (1) which is effected -

(i) more than twelve months after the date on which he took up duty in his new locality; or

(ii) after the date on which he received notification that he was being transferred back to his former locality;

provided that the employer may, in exceptional circumstances grant an extension of time for such period as is deemed reasonable.

(b) Where the worker is transferred from one locality to another solely at his own request or on account of misconduct.

(9) For the purpose of this clause -

(a) "Agent" means a person carrying on business as an estate agent in a State or Territory of the Commonwealth, being, in a case where the law of that State or Territory provides for the registration or licensing of persons who carry on such a business, a person duly registered or licensed under that law.

(b) "Dependant Relative" in relation to a worker means a relative or other person who is solely dependant on the worker for support.

(c) "Expenses" in relation to a worker means all costs incurred by the worker in the following areas -

(i) legal fees in accordance with the Solicitor's Remuneration Order, 1976, as amended and varied, duly paid to a solicitor or in lieu thereof fees charged by a settlement agent for professional costs incurred in respect of the sale or purchase, the maximum fee to be claimed shall be as set out under item 8 of the above order;

(ii) disbursements duly paid to a solicitor or a settlement agent necessarily incurred in respect of the sale or purchase of the residence;

(iii) Real Estate Agent's Commission in accordance with that fixed by the Real Estate and Business Agents Supervisory Board, acting under Section 61 of the Real Estate and Business Agents Act, 1978, duly paid to an agent for services rendered in the course of and incidental to the sale of the property, the maximum fee to be claimed shall be fifty percent (50%) as set out under Items 1 or 2 - Sales by Private Treaty or Items 1 or 2 - Sales by Auction of the Maximum Remuneration Notice;

(iv) stamp duty;

(v) fees paid to the Registrar of Titles or to the officer performing duties of a like nature and for the same purpose in another State of the Commonwealth;

(vi) expenses relating to the execution or discharge of a first mortgage;

(vii) the amount of expenses reasonably incurred by the worker in advertising the dwelling/house for sale.

(d) "Locality" in relation to a worker means -

(i) within the metropolitan area, that area within a radius of fifty kilometres from the Perth Central Railway Station; and

(ii) outside the metropolitan area. That area within a radius of fifty kilometres from a worker's headquarters when they are situated outside of the metropolitan area.

(e) "Residence" includes any accommodation of a kind commonly known as a flat or a home unit that is, or is intended to be, a separate tenement.

(f) "Settlement Agent" means a person carrying on business as settlement agent in a State or Territory of the Commonwealth, being, in a case where the law of that State or Territory

provides for the registration or licensing of persons who carry on such a business, a person duly registered or licensed under that law.

(10) Where there is a dispute or disagreement concerning -

- (a) the necessity to purchase a residence or land;
- (b) the amount of the disbursements necessarily incurred and duly paid by the worker;
- (c) the amount of expenses reasonably incurred by a worker when -
 - (i) he did not engage an agent to sell the dwelling/house on his behalf, or
 - (ii) he did not engage a solicitor or settlement agent to act for him in connection with the purchase or a mortgage,it shall be deemed to be a dispute or disagreement and shall be referred to the Board of Reference.

(11)

- (a) The application of this clause shall so far as the Perth Dental Hospital is concerned be made as if the various clinics of the hospital are separate employers and shall include those workers who have been transferred from one clinic to another.
- (b) This clause shall not apply to workers engaged by the Royal Perth Hospital, Sir Charles Gairdner Hospital, Fremantle Hospital, Princess Margaret Hospital for Children and King Edward Memorial Hospital for Women.
- (c) This clause shall not apply to workers who resign from one employer in the Metropolitan area and commence with another employer in the Metropolitan area.

36. - CASUAL WORKERS

- (1) "Casual Worker" shall mean a worker engaged by the hour for a period of less than two consecutive weeks in any period of engagement.
- (2) A casual worker shall be paid one seventy-fifth of the ordinary fortnightly rate of salary prescribed by this award for the classification in which the casual worker is employed for each hour so employed, with the addition of twenty percentum.
- (3) At the beginning of each month the employer shall supply to the union the following information with respect to casual workers employed during the preceding month:
 - (a) The name of the casual worker or workers so employed.
 - (b) The address of such worker or workers.
 - (c) The classification in which such a worker was engaged and the number of hours so engaged.
 - (d) The rate of salary paid to such worker or workers.

37. - DELETED

38. - LEAVE TO ATTEND UNION BUSINESS

(1)

(a) The employers shall grant paid leave during ordinary working hours to an employee:

- (i) who is required to give evidence before any industrial tribunal;
- (ii) who as a union -nominated representative of the employees is required to attend negotiations and/or conferences between the Union and employer;
- (iii) when prior agreement between the Union and employer has been reached for the employee to attend official union meetings preliminary to negotiations or industrial hearings;
- (iv) who as a union -nominated representative of the employees is required to attend joint union/management consultative committees or working parties.

(b) The granting of leave pursuant to paragraph (a) of this subclause shall only be approved:

- (i) where an application for leave has been submitted by an employee a reasonable time in advance;
- (ii) for the minimum period necessary to enable the union business to be conducted or evidence to be given;
- (iii) for those employees whose attendance is essential;
- (iv) when the operation of the organisation is not being unduly affected and the convenience of the employer impaired.

(2)

(a) Leave of absence will be granted at the ordinary rate of pay.

(b) The employer shall not be liable for any expenses associated with an employee attending to union business.

(c) Leave of absence granted under this clause shall include any necessary travelling time in normal working hours.

(3)

(a) Nothing in this clause shall diminish the existing arrangements relating to the granting of paid leave for union business.

(b) An employee shall not be entitled to paid leave to attend union business other than as prescribed by this clause.

(c) The provisions of this clause shall not apply to special arrangements made between the parties which provide for unpaid leave for employees to conduct union business.

(4) The provisions of this clause shall not apply when an employee is absent from work without the approval of the employer.

39. - TRADE UNION TRAINING LEAVE

(1) Subject to the provisions of this clause:

(a) The employer shall grant paid leave of absence to employees who are nominated by their Union to attend short courses conducted by the Australian Trade Union Training Authority.

(b) Paid leave of absence shall also be granted to attend similar courses or seminars as from time to time approved by agreement between the parties.

(2) An employee shall be granted up to a maximum of five days' paid leave per calendar year for trade union training or similar courses or seminars as approved. However, leave of absence in excess of five days and up to ten days may be granted in any one calendar year provided that the total leave being granted in that year and in the subsequent year does not exceed ten days.

(3)

(a) Leave of absence will be granted at the ordinary rate of pay and shall not include shift allowances, penalty rates or overtime.

(b) Where a public holiday or rostered day off falls during the duration of a course, a day off in lieu of that day will not be granted.

(4) Subject to subclause (3) of this clause shift workers attending a course shall be deemed to have worked the shifts they would have worked had leave not been taken to attend the course.

(5) The granting of leave pursuant to the provisions of subclause (1) of this clause is subject to the operation of the organisation not being unduly affected and to the convenience of the employer.

(6)

(a) Any application by an employee shall be submitted to the employer for approval at least four weeks before the commencement of the course, provided that the employer may agree to a lesser period of notice.

(b) All applications for leave shall be accompanied by a statement from the relevant Union indicating that the employee has been nominated for the course. The application shall provide details as to the subject, commencement date, length of course, venue and the Authority which is conducting the course.

(7) A qualifying period of 12 months in government employment shall be served before an employee is eligible to attend courses or seminars of more than one half day duration. An employer may, where special circumstances exist, approve an application to attend a course or seminar where an employee has less than 12 months' government service.

(8)

(a) The employer shall not be liable for any expenses associated with an employee's attendance at trade union training courses.

- (b) Leave of absence granted under this clause shall include any necessary travelling time in normal working hours immediately before or after the course.

40. - INTRODUCTION OF CHANGE

(1)

- (a) Where an employer has made a defined decision to introduce major changes in production, programme, organisation, structure or technology that are likely to have significant effects on workers, the employer shall notify the workers who may be affected by the proposed changes and the Association .
- (b) "Significant effects" include termination of employment, major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of workers to other work or locations and restructuring of jobs. Provided that where the Award makes provision for alteration of any of the matters referred to herein alterations shall be deemed not to have significant effect.

(2)

- (a) The employer shall discuss with the workers affected and the Association, inter alia, the introduction of the changes referred to in subclause (1) hereof, the effects the changes are likely to have on workers, measures to avert or mitigate the adverse effects of such changes on workers and shall give prompt consideration to matters raised by the workers and/or the Association in relation to the changes.
- (b) The discussion shall commence as early as practicable after a firm decision has been made by the employer to make the changes referred to in subclause (1) hereof.
- (c) For the purposes of such discussion, the employer shall provide to the workers concerned and the Association, all relevant information about the changes including the nature of the changes proposed; the expected effects of the changes on workers and any other matters likely to affect workers provided that any employer shall not be required to disclose confidential information the disclosure of which, would be inimical to his/her interests.

41. - SKILLS ACQUISITION

(1) Classification by Skill Level

- (a) The parties to this award shall determine the appropriate range of skills applicable to each classification contained in Schedules D, E and F.
- (b) Each employee shall be paid the salary rate specified for a classification level defined in accordance with (1)(a).
- (c) Where the employee is required to apply skills which in total or in part correspond to the skills required of a higher classification than that under which they are usually paid, the employee shall receive the rate of pay corresponding to that higher classification in accordance with Clause 10. - Higher Duties of this Award.
- (d) The level of skills possessed by each employee shall be determined by training standards, certification and experience in accordance with subclauses (2) and (3) of this clause.

(e) "Experience" for the purposes of this clause, means skills gained in an industry or occupation or away from work and which are recognised within the classification structure.

(2) Training Standards

- (a) Where relevant training standards have been developed by the statutory State Training Authority, those standards shall be adopted in respect of matters relating to training in the industries and classifications covered by this Award;
- (b) Where relevant national training standards have been registered by the National Training Board, those standards shall be adopted in respect of matters relating to training in the industries and classifications covered by this Award;
- (c) Where relevant training standards have not been developed by the statutory State Training Authority or registered by the National Training Board, the parties to this Award shall establish the standards to be adopted with respect of matters relating to training in the industries and classifications covered by this Award.
- (d) "Training Standards" for the purpose of this clause shall include, but not be limited to, the following:
 - (i) the standards and competencies of skills required for each classification;
 - (ii) curricula development;
 - (iii) training courses;
 - (iv) articulation and accreditation requirements for both on and off the job training;
 - (v) on the job training guidelines.

(3) Training Standards, Vocational Education and Accreditation

All training and vocational education for the purpose of imparting skills corresponding to the classification structure of this award shall be:

- (a) consistent with the training standards established in accordance with subclause (2).
- (b) of a form which is recognised for the purpose of attainment or contributory towards the attainment of an accredited vocational educational qualification; and
- (c) accredited by the statutory State Training Authority; or
- (d) in the absence of the statutory State Training Authority, agreed by the parties to this award as adequate in meeting the requirements of this subclause (3).

42. - TRAINEESHIPS

(1)

- (a) Trainees are to be additional to the normal workforce of the employers so that trainees shall not replace paid workers or volunteers or reduce the hours worked by existing employees.

- (b) The employer is to consult with the Union and seek its agreement before any particular traineeship program is to be introduced into the workplace.

(2) Training Conditions:

The arrangements between the employer and the trainee in relation to training are as specified in the Traineeship Training Agreement, as administered by the Department of Training.

(3) Employment Conditions:

- (a) the initial period of employment for trainees is the nominal training period endorsed at the time the particular traineeship is established;
- (b) completion of the traineeship scheme will not guarantee the trainee future employment in the public sector, but the employer will cooperate to assist the trainee to be placed in suitable employment, should a position arise;
- (c) trainees are permitted to be absent from work without loss of continuity of employment to attend off the job training in accordance with the training plan. However, except for absences provided for under this Award, failure to attend for work or training without an acceptable cause will result in loss of pay for the period of the absence; and
- (d) overtime and shift work shall not be worked by trainees except to enable the requirements of the training to be effected. When overtime and shift work are worked the relevant allowances and penalties of the award, based on the training wage stated in subclause 42.4 will apply. No trainee shall work overtime or shift work on their own.

(4) Wages:

The salary applicable to trainees shall be as prescribed in the National Training Wage Award 2000 for employees up to and including 20 years of age. Adult trainees will be paid the rate prescribed under the Minimum Conditions of Employment Act 1993 for the minimum weekly rate of pay for employees 21 or more years of age.

(5) Definitions:

- (a) "Part time trainee" means a trainee who is employed for less than 37.5 hours per week; reasonably regular hours are worked each week; and wages and entitlements accrue on a pro-rata basis.
- (b) "Traineeship" means a full time or part time structured employment based training arrangement approved by the Western Australian Department of Training where the trainee gains work experience and has the opportunity to learn new skills in a work environment. On successful completion of the traineeship the trainee obtains a nationally recognised qualification. Notwithstanding the above, a "traineeship" does not include a training program, cadetship or similar, of a type that is currently offered or may be offered by the employer in order to train employees on the job.
- (c) "Traineeship Training Agreement" means the agreement between the employer and the trainee that provides the training conditions for the traineeship and is registered with the Western Australian Department of Training.

43. - FLEXIBILITY AGREEMENTS

(1)

- (a) Employers and employees covered by this award may endeavour to reach agreement to vary the provisions of this award to meet the requirements of the employers' business and the consequential aspirations of the employees concerned.

The purpose of an agreement is to make the enterprise or workplace operate more efficiently according to its particular needs.

- (b) Any such agreement shall be subject to the procedures contained in subclause (2) of this clause.

(2)

- (a) At each enterprise or workplace, consultative mechanisms and procedures appropriate to the organisation shall be established comprising representatives of the employer and employees.
- (b) The particular mechanism and procedures established shall be appropriate to the size, structure, and needs of the enterprise and/or workplace.
- (c) Nothing in this clause shall prevent the employees from seeking advice from, or representation by, the union during such negotiations, nor prevent the union from being party to the consultative processes.
- (d) Before the agreement is finalised the employer must take reasonable steps to explain the likely effect of the proposed agreement to the employees affected.
- (e) The agreement shall be provided to all employees who may be affected by the agreement. If the union has not been involved in the negotiations, a copy shall be sent to the Secretary of the Union.
- (f) Where the agreement represents the consent of the employer and the majority of the employees concerned, the union shall not unreasonably oppose the terms of that agreement.
- (g) In deciding the reasonableness of an agreement, account will be taken by the parties of whether or not terms and conditions are on balance, no less favourable than those prescribed by this award.
- (h) Any agreement reached under the provisions of this clause shall be processed in accordance with section 40 or 41 of the Industrial Relations Act, 1979 and shall be subject to approval or registration as the case may be by the Western Australian Industrial Relations Commission.
- (i) Any agreement made pursuant to this clause shall take precedent over any provision of this award to the extent of any inconsistency.

44. - SALARY PACKAGING

- (1) For the purposes of this award "salary packaging" shall mean an arrangement whereby the wage or salary benefit arising under a contract of employment is reduced, with another or other benefits to the value of the replaced salary being substituted and due to the employee.
- (2) An employer and employee bound by this award may enter into a salary packaging arrangement subject to the following —

- (a) The employer shall take all reasonable steps to ensure that any salary package complies with taxation and other relevant laws;
 - (b)
 - (i) The employer shall record the arrangement at the time it is entered into, and provide a copy to the employee before the arrangement comes into effect;
 - (ii) The record shall include details of the employee's classification and salary level applying immediately prior to the salary packaging, coming into effect, and the details of the package;
 - (c) The value of any agreed salary package, viewed objectively, shall not be less than the value of entitlements under this award which would otherwise apply;
 - (d) The value of any agreed salary package, viewed objectively, shall not be greater than the value of the contractual benefits which would otherwise be due to the employee;
- (3) An employer shall not unreasonably withhold agreement to salary packaging on request from an employee.
- (4) In the event of a dispute involving —
- (a) refusal by an employer to discuss after having received a request for salary packaging; and/or
 - (b) a claim by an employee or the union party to this award that an employer is unreasonably refusing to enter into a salary packaging arrangement with its employee/s;
- such dispute may be determined under the Industrial Relations Act, 1979 as amended.

SCHEDULE A MINIMUM SALARIES

(1) Subject to the provisions of Clause 9. — Salaries and to the provisions of this Schedule the minimum annual salaries for employers bound by the Award are set out hereinafter.

(2) Minimum Salaries:

LEVELS	CURRENT	ASNA	NEW
Level 1 under 17 years of age	11363	3350	14713
17 years of age	13270	3912	17182
18 years of age	15490	4566	20056
19 years of age	17929	5285	23214

20yearsofage		20135	5936	26071
21yearsofage1	st yearofservice	22117	6520	28637
22yearsofage2	nd yearofservice	22771	6520	29291
23yearsofage3	rd yearofservice	23421	6520	29941
24yearsofage4	th yearofservice	24069	6625	30694
Level2		24720	6520	31345
		25371	6625	31996
		26120	6521	32641
		26638	6521	33159
		27403	6521	33924
Level3		28307	6521	34828
		29010	6521	35531
		29749	6521	36270
		30928	6521	37449
Level4		31545	6521	38066
		32470	6521	38991
		33421	6521	39942
		34772	6416	41188
Level5		35476	6416	41892

	36443	6416	42859
	37438	6312	43750
	38462	6312	44774
Level6	40434	6312	46746
	41898	6312	48210
	43978	6312	50290
Level7	45091	6312	51403
	46501	6312	52813
	47962	6312	54274
Level8	50097	6312	56409
	51847	6312	58159
Level9	54495	6312	60807
	56337	6312	62649
Level10	58354	6312	64666
	61598	6312	67910
Level11	64189	6312	70501
	66824	6312	73136

Level 12	70437	6312	76749
	72878	6312	79190
	75662	6312	81974

(a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.

(b)

(i) For the purposes of this paragraph, 'Medical Typist' and 'Medical Secretary' shall mean those employees classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case history, summaries, reports or similar material involving a broad range of medical terminology.

(ii) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of an amount equivalent to 5.15% of Level 2 increment 3 per annum, which shall be converted to an hourly rate to enable payment:

(aa) on a fortnightly basis;

(bb) on a proportionate basis for a part-time employee;

(iii) Notwithstanding any other provision of this paragraph, where an employee, classified equivalent to Level 1, 2 or 3 (other than an employee for whom training or instruction is a formal requirement of their job) has been instructed to provide short-term training or instruction in medical terminology, the employee shall be paid the medical terminology allowance on an hourly basis for the hours so worked.

(c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:

$$\text{Current junior rate} \div \text{Current Level 1 (21 years, 1}^{\text{st}} \text{ year of service) rate} \times \text{ASNA rate for Level 1 (21 years, 1}^{\text{st}} \text{ year of service)} = \text{Junior ASNA rate.}$$

The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.

(3) Salaries – Specified Callings and Other Professionals

(a) Employees who possess a relevant tertiary level qualification, or equivalent as agreed between the Union and the employers, and who are employed in the callings of Architect, Audiologist, Bio Engineer, Chemist, Dietitian, Engineer, Medical Scientist, Librarian, Occupational Therapist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation

Therapist, Orthotist, Certified Clinical Perfusionist or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
LEVEL 3/5	28307	6521	34828
	29749	6521	36270
	31545	6521	38066
	33421	6521	39942
	36443	6416	42859
	38462	6312	44774
LEVEL 6	40434	6312	46746
	41898	6312	48210
	43978	6312	50290
LEVEL 7	45091	6312	51403
	46501	6312	52813
	47962	6312	54274
LEVEL 8	50097	6312	56409
	51847	6312	58159
LEVEL 9	54495	6312	60807
	56337	6312	62649

LEVEL10	58354	6312	64666
	61598	6312	67910
LEVEL11	64189	6312	70501
	66824	6312	73136
LEVEL12	70437	6312	76749
	72878	6312	79190
	75662	6312	81974

(b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 3/5 under this subclause:

- (i) Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment;
- (ii) Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment;
- (iii) Employees, who have completed an approved Masters or PhD Degree relevant to their calling shall commence on the third year increment;

Provided that employees who attain a higher tertiary level qualification after appointments shall not be entitled to any advanced progression through the range.

(c) The employer and Union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.

(d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 3/5 for a particular calling/s.

(4) The following conditions shall apply to employees in the callings detailed below:

Engineers –

Employees employed in the calling of Engineer and who are classified Level 3/5 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of Level 3/5 where the employee is an “experienced engineer” as defined.

For the purposes of this paragraph “experienced engineer” shall mean:

- (a) An engineer appointed to perform professional engineering duties and who is a Corporate Member of the Institution of Engineers, Australia or who attains that status during service.
 - (b) An engineer appointed to perform professional duties who is not a Corporate Member of the Institution of Engineers, Australia but who possesses a degree or diploma from a University, College or Institution acceptable to the employer on the recommendation of the Institution of Engineers, Australia, and who
 - (i) having graduated in a four or five academic year course at a University or Institution recognised by the employer, has had four years' experience on professional engineering duties acceptable to the employers since becoming a qualified engineer, or
 - (ii) not having a University degree but possessing a diploma recognised by the employer, has had five years' experience on professional engineering duties, recognised by the employers since becoming a qualified engineer.
- (5)
- (a) An employee appointed as a Clinical Psychologist Registrar (Grade 1) shall commence at Level 6.1 and shall progress to Level 6.3 in the second year.
 - (b) An employee appointed as a Clinical Psychologist (Grade 2) shall commence at Level 7.3 and shall progress by annual increments to Level 9.2.
 - (c) Progression from Clinical Psychologist Registrar (Grade 1) to Clinical Psychologist (Grade 2) shall occur with effect from the date registration as a "Clinical Psychologist" is conferred by the Psychologists' Board of Western Australia and the relevant positions may be advertised at Grade 1 or Grade 2 when vacant.
 - (d) "Clinical Psychologist (Grade 2)" shall mean a Clinical Psychologist who:
 - (i) is registered with the Psychologists' Board of Western Australia;
 - (ii) has a thorough knowledge of the methods, principles and practices of the profession;
 - (iii) works under general to limited direction; and
 - (iv) has an ability to practice psychology with a high degree of initiative and experience.
 - (e) The classification and grading structure for Clinical Psychologists above Grade 2 shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

SCHEDULE B

CLASSIFICATION TO SALARIES - CONVERSION TABLE

LEVEL	CLASSIFICATION
L1	A1.L1 -L3,A3,A1.L4,B1.1,B.6

L1/2	B3,B5,C7.1
L2	A1.L5,A4.1 -3,B1.2&3,A2.1,B2.1
L3	A4.4,5&6,A2.2&3,B2.2&3
L3/4	C1.1,C9.1,C11.1,C13.1
L4	A2.4&5,B2.4&5
L5	A2.6&7,B2.6&7,C1.2,C9.2,C11.2,C13.2
L3/5	C2.1,C3.1,C4.1,C5.1,C6.1(Psychologist),C7.2&3,C8.1,C10.1,C12.1
L6	A2.8&9,B2.8&9,C1.3,C2.2,C3.2,C4.3,C5.2&3,C6.2(Psychologist), C6.1(ClinicalPsychologist),C7.4&5,C8.2,C10.2,C11.3,C12.2,C14.1
L7	A2.10&11,B2.10&11,C1.4&5,C2.2A,3&4,C3.3 &4,C4.3,C5.4,5& 6,C6.2(ClinicalPsychologist),C10.3,4&5,C11.4,C14.2 -5
L7/8	C7.6,C8.3
L8	AA.1&2,B2.12&13,C1.6,C2.5&6,C3.5&6,C4.4,C5.7,C6.3(Clinical Psychologist),C10.6,C14.6&7
L9	AA.3,C1.7,C2.7,C4.5,C14.8, AA.4,C14.9

L9/10	C8.4
L10	C14.9,AA.5,C2.8,C4.6,C14.10,AA.6,C3.7,C8.5,C14.11
L11	AA.7,C14.12,AA.8
L12	AA.9,AA.10andAA.11.

SCHEDULE D

CLASSIFICATIONANDGRADINGOFWORKERS
INCLERICALANDADMINISTRATIVEDIVISIONS

	Table	Classification
RoyalPerthHospital:		
DeputyAdministrator	AA	7
SeniorAssistantAdministrator	AA	4
AssistantAdministrator	AA	2
Accountant	AA	1
AssistantAdministrator	AA	1
PersonnelandIndustrialOfficer	A2	11
ComputerServicesOfficer	A2	10
MedicalRecordsOfficer	A2	9
AssistantAccountant	A2	8
AdministrativeOfficer,Services	A2	8

SupplyManager	A2	8
PersonnelServicesOfficer	A2	8
AssistantComputerServicesOfficer	A2	7
InternalAuditor	A2	6/7
SalariesOfficer	A2	6
SeniorAdministrativeAssistant	A2	6
DeputyMedicalRecordsOfficer	A2	6
AdministrativeAssistant	A2	5/6
SupplyOfficer(Equipment&Printing)	A2	5
PatientsFeesOfficer	A2	5
SeniorAdministrativeAssistant	A2	5
AssistantIndustrialOfficer	A2	4/5
AssistantPersonnelOfficer	A2	4/5
SeniorClerk	A2	4
AdministrativeAssistant	A2	3/4
Clerk(WASON)(Recoup)	A2	3/4
SalariesClerk	A2	3
JuniorAdministrativeAssistant	A2	3
AssistantMedicalRecordsOfficer	A2	3
PayClerkandCashier	A2	2/3
DataProcessingOfficer	A2	2/3
AssistantAuditor	A2	2/3

PersonnelClerk	A2	2/3
EngineeringClerk	A2	2/3
AssistantPatientsFeesOfficer	A2	2
SeniorClerk	A2	2
SwitchboardSupervisor	A2	2
ClerkRelieving	A2	1/2
ClerkExpenditure	A2	1/2
AssistantCashier	A2	1/2
Supervisor	A2	1/2
SupervisorofFilingSystems	A2	1/2
SeniorClerk	A2	1
Clerk	A2	1
ComputerAssistant	A2	1
Personal Assistant to Deputy Administrator	A2	1
CashierPaymaster	A2	1
Supervisor	A2	1
Supervisor,OutpatientsReception	A2	1
SupervisorofMedicalRec ords	A2	1
OfficeSupervisor	A2	1
Clerk	A1	
SeniorTelephonist	A1	
SupervisorofMedicalTyping	A4	3/4

Secretary	A4	3/4
Secretary	A4	2/3
PersonalAssistant	A4	2/3
SeniorTypist	A4	2
Secretary	A4	2
ClerkTypist(Senior)	A4	2
ShorthandTypist	A4	2
SeniorShorthandTypist	A4	2
MedicalSecretary	A4	2
Secretary	A4	1
SeniorDataProcessingOperator	A4	1
ClerkTypist	A3	
KeyPunchOperator	A3	
ShorthandTypist	A3	
LedgerMachinist	A3	
Typist	A3	
MedicalTypist	A3	
TraineeShorthandTypist	A3	
DataProcessingOperator	A3	
TypistTelephonist	A3	
ShorthandTypistClerk	A3	
TelephonistTypist	A3	

ClericalAssistant	A1A
WardClerk	A1A
Telephonist	A1A
Receptionist	A1A

SirCharlesGairdnerHospital:

DeputyAdministrator	AA	5
Assistant Administrator - (Personnel - GeneralService)	AA	2
AssistantAdministrator(Finance)	AA	2
HeadofDepartment	AA	1
Manager, Personnel and Industrial Services	A2	10/11
ChiefSecurityOfficer	A2	10
Accountant	A2	10
AdministrativeOfficer,	A2	9/10
ComputerSystemsOfficer	A2	8
AdministrativeOfficer,Medical	A2	8
Sub-Accountant	A2	8
SeniorPlanningOfficer	A2	8
MedicalRecordsOfficer	A2	8
SeniorPersonnelOfficer	A2	7/8
SupplyManager	A2	7
Systems Research and Development	A2	6/7

Officer		
SeniorAdministrativeAssistant	A2	6
PlanningOfficer	A2	5/6
SalariesandWagesOfficer	A2	5
DeputyMedicalRecordsOfficer	A2	5
AdministrativeAssistant(Finance)	A2	4/5
DeputySupplyManager	A2	4/5
PersonnelOfficer(Industrial)	A2	4/5
ProjectPurchasingOfficer	A2	4/5
BudgetOfficer	A2	3/4
DataProcessingOfficer	A2	3/4
SecurityOfficer	A2	3/4
AssistantSalariesandWagesOfficer	A2	3/4
AdministrativeAssistant(Medical)	A2	3
PatientFeesOfficer	A2	3
MedicalPersonnelOfficer	A2	3
Supervisor -General	A2	3
ClericalSupervisor	A2	3
PurchasingOfficer(Engineering)	A2	3
EstablishmentOfficer	A2	2/3
PersonnelOfficer	A2	2/3
SwitchboardSupervisor	A2	2

SeniorReliefClerk	A2	2
SeniorClerk	A2	2
Cashier	A2	2
ComputerController	A2	1/2
SundryDebtors,SeniorClerk	A2	1/2
PurchasingOfficer	A2	1/2
SupplyControlOfficer	A2	1/2
ClerkSupervisor	A2	1/2
ClerkExpenditure	A2	1/2
ClerkSupervisor	A2	1
Supervisor -Outpatients	A2	1
AssistantPurchasingOfficer(Engineering)	A2	1
Supervisor	A2	1
SeniorClerk	A2	1
SeniorCostsClerk	A2	1
StaffClerk,Catering	A2	1
PropertyOfficer	A2	1
Supervisor -MedicalTyping	A2	1
AssistantPurchasingOfficer	A2	1
AssistantPatientsFeesOfficer	A2	1
CodingClerk	A2	1
Clerk	A2	1

ComputerOperator	A1	
Clerk	A1	
TelkeOperator	A1	
ReceptionSupervisor	A1	
SeniorTelephonist	A1	
Secretary	A4	3/4
Secretary	A4	3
Secretary	A4	2/3
SeniorLedgerMachinist	A4	2
Secretary	A4	2
Clerk,TrainingandResearch	A4	2
SeniorClerk	A4	2
SeniorTypist	A4	2
Secretary	A4	1
Typist	A3	
Secretary	A3	
ClerkTypist	A3	
LedgerMachinist	A3	
DataProcessingOperator	A3	
MedicalTypist	A3	
TypistReceptionist	A3	
ReceptionistTypist	A3	

Receptionist	A1A
Telephonist	A1A
HostessReceptionist	A1A
ClericalAssistant	A1A
ClerkReceptionist	A1A
RegistrationClerk	A1A
AddressographMachineOperator	A1A

FremantleHospital:

DeputyAdministrator	AA	5
AssistantAdministrator	A2	11
IndustrialOfficer	A2	10
PlanningandDevelopmentOfficer	A2	10
AdministrativeOfficer,Management	A2	8/9
Accountant	A2	8
SeniorAdministrativeAssistant(Systems)	A2	8
AdministrativeAssistant(Medical)	A2	6/7
PersonnelOfficer	A2	6
Assistant Planning and Development Officer	A	25/6
SeniorMedicalRecordsOff icer	A2	5/6
ManagementServicesOfficer	A2	5/6
StaffClerk	A2	5

ChiefClerk	A2	4/5
AdmittingOfficer	A2	4
AdministrativeAssistant	A2	3/4
PurchasingOfficer	A2	3/4
SalariesClerk	A2	3
DeputyAdmittingOfficer	A2	3
FeesCollectionClerk	A2	2
SeniorAccountsClerk	A2	2
Cashier	A2	1/2
EstablishmentOfficer	A2	1/2
MedicalRecordsOfficer	A2	1/2
Supervisor	A2	1/2
SalariesandWagesClerk	A2	1
AssistantPurchasingOfficer	A2	1
Clerk	A2	1
Clerk	A1	
SeniorTelephonist	A1	
Secretary	A4	3/4
SeniorLedgerMachinist	A4	2/3
Secretary	A4	2/3
SeniorMedicalTypist	A4	2
Secretary	A4	2

Secretary	A4	1
ClerkTypist	A3	
Typist	A3	
MedicalTypist	A3	
TypistReceptionist	A3	
ReceptionistTelephonist	A1A	
ClericalAssistant	A1A	
WardClerk	A1A	
Telephonist	A1A	
PrincessMargaretHospital:		
DeputyAdministrator	AA	2
AssistantAdministrator	A2	11
Accountant	A2	9
AdministrativeOfficer(Planning)	A2	8/9
MedicalRecordsOfficer	A2	7
SeniorAdministrativeAssistant	A2	6
InternalAuditor	A2	5/6
AssistantAccountant	A2	5
AdministrativeAssistant	A2	5
DeputyMedicalRecordsOfficer	A2	4
AdministrativeAssistant	A2	3/4

AdministrativeAssistant	A2	3
ClerkIn -Charge,SalariesandWages	A2	3
ClerkIn -Charge,PersonnelRecords	A2	3
PropertyO fficer	A2	3
SupervisorandTransportOfficer	A2	2/3
ClerkIn -Charge	A2	2/3
ClerkIn -Charge -MedicalRecords	A2	2
CreditorsAccountsClerk	A2	1
Cashier -Paymaster	A2	1
Clerk(Relieving)	A2	1
Storekeeper	A2	1
SeniorClerk	A2	1
AssistantClerkIn -Charge	A2	1
Clerk	A2	1
Clerk,Purchasing	A2	1
CodingClerk	A2	1
PharmacyClerk	A2	1
AfternoonSupervisor	A2	1
Assistant Clerk -In-Charge, Personnel Records	A2	1
StatisticsClerk	A2	1
AdministrativeAssistant	A1	
Clerk	A1	

Secretary	A4	3/4
Secretary	A4	2/3
SeniorDataProcessingOperator	A4	2
Supervisor	A4	2
Secretary	A4	2
Secretary	A4	1
ClerkTypist	A3	
DataProcessingOperator	A3	
Typist	A3	
AssistantMedicalTypistSupervisor	A3	
MedicalTypist	A3	
Secretary	A3	
TypistRecordist	A3	
TypistTelephonist	A3	
Receptionist	A1A	
ClericalAssistant	A1A	
MedicalRecordsAssistant	A1A	
Telephonist	A1A	
KingEdwardMemorialHospital:		
DeputyAdministrator	AA	1
AssistantAdministrator	A2	11

Accountant	A2	8
Sub-Accountant	A2	5
MedicalRecordsOfficer	A2	5
SalariesandWagesOfficer	A2	4
PropertyandServicesOfficer	A2	3/4
PurchasingandEquipmentOfficer	A2	3/4
AdministrativeAssistant(Planning)	A2	3
DeputyMedicalRecordsOfficer	A2	3
Cashier	A2	1
CreditorsAccountsClerk	A2	1
RelievingOfficer	A2	1
Clerk -Accounting	A2	1
Clerk	A2	1
AdmissionsOfficer	A2	1
Storekeeper	A2	1
ClerkTelephonist	A1	
Clerk	A1	
BedAllocationOfficer	A1	
Secretary	A4	3/4
Secretary	A4	2/3
SeniorDataProcessingOfficer	A4	2
Clerk -Regi strations	A4	2

SeniorMedicalTypist	A4	2
Secretary	A4	2
Secretary	A4	1
Supervisor(P.M.I.)	A4	1
SeniorClerkTypist	A4	1
ClerkTypist	A3	
KeyPunchOperator	A3	
Typist	A3	
Receptionist	A1A	
ClericalAssistant	A1A	
PerthDentalHospital:		
DeputyAdministrator	A2	10
ChiefClerk	A2	6
AdministrativeAssistant	A2	4/5
SeniorClerk	A2	3/4
PatientsAccountsandStatisticsOfficer	A2	2
PatientsReceptionSupervisor	A2	2
RelievingOfficer -General	A2	1
Clerk(SalariesandWages)	A2	1
AssessingOfficer	A2	1
Cashier	A2	1

AccountsPayableClerk	A2	1
Clerk -DataProcessing	A2	1
Clerk	A1	
SeniorReceptionist	A1	
Secretary	A4	2/3
Secretary	A4	2
LedgerMachinist	A3	
ClerkTypist	A3	
Typist	A3	
ClericalAssistant	A1A	
Receptionist	A1A	
Telephonist	A1A	

AlbanyRegionalHospital:

Administrator	AA	1
AssistantAdministrator	A2	7
SeniorClerk	A2	3
StaffandSalariesClerk	A2	2
Clerk	A1	
Typist	A3	
TelephonistReceptionist	A1A	

Armada-KelmscottMemorialHospital:

Administrator	A2	10
AssistantAdministrator	A2	5
Clerk	A1	
ClerkTypist	A3	

AstonHospital:

Clerk	A1	
ClericalAssistant	A1A	

AugustaDistrictHospital:

Clerk	A1	
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BentleyHospital:

Administrator	A2	10
AssistantAdministrator	A2	5
SalariesClerk	A2	1
Clerk	A1	
Typist	A3	
ClericalAssistant	A1A	

BeverleyDistrictHospital:

ManagingSecretary	A2	6
Clerk	A1	

BlackrangeDistrictHospital(Sandstone):

Secretary	A2	5
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BoddingtonDistrictHospital:

Secretary	A2	5
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BridgetownDistrictHospital:

ManagingSecretary	A2	8
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Clerk	A1	
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ClericalAssistant	A1A	
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BroomeDistrictHospital:

ManagingSecretary	A2	8
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Clerk	A1	
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ClericalAssistant	A1A	
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BruceRockMemorialHospital:

ManagingSecretary	A2	7
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Clerk	A1	
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BunburyRegionalHospital:

Administrator	AA	1
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AssistantAdministrator	A2	7
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SeniorClerk	A2	3
StaffClerk	A2	2
Clerk	A1	
Secretary	A4	2
Typist	A3	
ClericalAssistant	A1A	
Telephonist	A1A	

BusseltonDistrictHospital:

Administrator	A2	10
AssistantAdministrator	A2	5
Clerk	A1	
Telephonist	A1A	

CarnarvonRegionalHospital:

Administrator	A2	9
AssistantAdministrator	A2	4
SalariesClerk	A2	1
Clerk	A1	
Typist	A3	
ClericalAssistant	A1A	

CollieDistrictHospital :

Administrator	A2	9
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AssistantAdministrator	A2	4
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Clerk	A1	
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CorriginDistrictHospital:

Clerk	A1	
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CunderdinDistrictHospital:

ManagingSecretary	A2	6
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Clerk	A1	
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DalwallinuDistrictHospital:

ManagingSecretary	A2	6
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ClericalAssistant	A1A	
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DampierDistrictHospital:

ManagingSecretary	A2	8
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Clerk	A1	
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ClericalAssistant	A1A	
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DenmarkDistrictHospital:

Clerk	A1	
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DerbyRegionalHospital:

Administrator	A2	11
AssistantAdministrator	A2	6
SalariesClerk	A2	1
Clerk	A1	
Secretary	A4	2
ClericalAssistant	A1A	

DonnybrookDistrictHospital:

Clerk	A1	
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DumbleyungDistrictHospital:

Secretary	A2	5
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EsperanceDistrictHospital:

Administrator	A2	9
AssistantAdministrator	A2	4
Clerk	A1	

ExmouthDistrictHospital:

ManagingSecretary	A2	7
Clerk	A1	

GeraldtonRegionalHospital:

Administrator	AA	1
AssistantAdministrator	A2	7
SeniorClerk	A2	3
SalariesClerk	A2	2
Clerk -Admissions	A2	1
Clerk	A1	
Secretary	A4	1
MedicalTyp ist	A3	
ClericalAssistant	A1A	

GnowangerupDistrictHospital:

ManagingSecretary	A2	6
Clerk	A1	

GoomallingDistrictHospital:

ManagingSecretary	A2	6
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HarveyDistrictHospital:

ManagingSecretary	A2	8
Clerk	A1	

HawthornHosp ital:

Clerk	A1	
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JerramungupDistrictHospital:

Secretary	A2	5
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KalgoorlieRegionalHospital:

Administrator	AA	3
AssistantAdministrator	A2	9
SeniorClerk	A2	3/4
AdministrativeAssistant	A2	2
StaffClerk	A2	2
Clerk(Fees)	A2	1
SalariesClerk	A2	1
ClerkIn -Charge(Admissions)	A2	1
Clerk	A1	
Cashier	A1	
Typist	A4	2
ClericalAssistant	A1A	

KalamundaDistrictCommunityHospital:

Administrator	A2	9
AssistantAdministrator	A2	4
Clerk	A1	
Secretary	A3	

ClericalAssistant A1A

KatanningDistrictHospital:

Administrator A2 10

AssistantAdministrator A2 5

Clerk A1

KellerberrinMemorialHospital:

ManagingSecretary A2 7

Clerk A1

KojonupDistrictHospital:

Clerk A1

Table

Classification

KondininDistrictHospital:

Secretary A2 5

KukerinDistrictHospital:

Secretary A2 5

KununoppinandDistrictsHospital:

ManagingSecretary	A2	7
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Clerk	A1	
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KununurraDistrictHospital:

Clerk	A1	
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ClericalAssistant	A1A	
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Lake GraceDistrictHospital:

Clerk	A1	
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LavertonDistrictHospital:

ManagingSecretary	A2	7
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Clerk	A1	
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LeonoraDistrictHospital:

Clerk	A1	
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MargaretRiverDistrictHospital:

Clerk	A1	
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MeekatharraDistrictHospital:

ManagingSecretary	A2	6
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Clerk	A1	
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MerredinDistrictHospital:

ManagingSecretary	A2	8
Clerk	A1	

Table Classification

MooraDistrictHospital:

ManagingSecretary	A2	7
ClerkTypist	A3	

MorawaDistrictHospital:

ManagingSecretary	A2	6
Typist	A3	

MountHenryHospital:

Administrator	AA	3
AssistantAdministrator	A2	9
StaffClerk	A2	3
SeniorClerk	A2	2
SalariesClerk	A2	1
Cashier	A2	1
ClerkRelieving	A2	1
Clerk	A1	

SeniorClerkTypist	A4	2
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Telephonist	A1A	
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MukinbudinDistrictHospital:

Secretary	A2	5
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MullewaDistrictHospital:

ManagingSecretary	A2	8
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Clerk	A1	
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Typist	A3	
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MurrayDistrictHospital(Pinjarra):

Administrator	A2	9
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Clerk	A2	1
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Clerk	A1	
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ClericalAssistant	A1A	
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NannupDistrictHospital:

Clerk	A1	
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Table

Classification

NarembeenDistrictHospital:

Clerk	A1	
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NarroginRegionalHospital:

Administrator	A2	11
AssistantAdministrator	A2	6
SeniorClerk	A2	3
SalariesClerk	A2	1
Clerk	A1	
ClerkTypist	A3	
ClericalAssistant	A1A	

NewmanHospital:

ManagingSecretary	A2	7
Clerk	A1	
ClericalAssistant	A1A	

NorsemanDistrictHospital:

ManagingSecretary	A2	5
Clerk	A1	

North Midlands District Hospital (Three Springs):

ManagingSecretary	A2	7
Clerk	A1	

NorthamRegionalHospital:

Administrator	A2	11
AssistantAdministrator	A2	6
SeniorClerk	A2	3
StaffandSalariesClerk	A2	1
Clerk	A1	
Secretary	A4	2
Telephonist	A1A	

NorthamptonDistrictHospital:

ClericalAssistant	A1A	
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Table

Classification

NorthcliffeDistrictHospital:

Secretary	A2	5
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Numbala Nunga - Derby Nursing Home
andHospital:

ManagingSecretary	A2	8
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Clerk	A1	
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OnslowDistrictHospital:

Clerk	A1	
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OrdStreetHospital:

Clerk	A1	
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OsborneParkHospital:

Administrator	AA	3
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AssistantAdministrator	A2	9
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SeniorClerk	A2	5
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StaffandSalariesClerk	A2	2
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PurchasingClerk	A2	1
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Clerk(Relieving)	A2	1
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Clerk	A1	
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Secretary	A4	1
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Typist	A3	
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ClericalAssistant	A1A	
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ParaburdooHospital:

Clerk	A1	
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PembertonDistrictHospital:

Secretary	A2	5
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PingellyDistrictHospital:

ManagingSecretary	A2	8
Clerk	A1	
	Table	Classification

Plantagenet District Hospital (Mount Barker):

ManagingSecretary	A2	7
Clerk	A1	
ClericalAssistant	A1A	

PortHedlandRegionalHospital:

Administrator	AA	1
AssistantAdministrator	A2	7
SeniorClerk	A2	2
StaffClerk	A2	1
Clerk	A1	
MedicalTypist	A3	
Typist	A3	
TypistSecretary	A3	
Telephonist	A1A	
ClericalAssistant	A1A	

QuairadingDistrictHospital:

ManagingSecretary	A2	7
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ClericalAssistant	A1A	
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QuoVadisHospital:

ManagingSecretary	A2	7
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Clerk	A1	
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ClericalAssistant	A1A	
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RavensthorpeDistrictMemorialHospital:

Secretary	A2	5
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Rockingham-KwinanaDistrictHospital:

Administrator	A2	11
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AssistantAdministrator	A2	6
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StaffClerk	A2	1
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Clerk	A1	
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ReceptionistTelephonist	A1A	
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RoebourneDistrictHospital:

Clerk	A1	
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ClericalAssistant	A1A	
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Table

Classification

RottneStIslandHospital:

Secretary	A2	5
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SouthernCrossDistrictHospital:

ManagingSecretary	A2	6
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ClerkTypist	A3	
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SunsetHospital:

Administrator	AA	1
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AssistantAdministrator	A2	7
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SeniorClerk	A2	3
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StaffandSalariesClerk	A2	2
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Clerk -Re turns	A2	2
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Cashier	A2	1
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Clerk	A1	
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Typist	A3	
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SwanDistrictHospital:

Administrator	A2	11
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AssistantAdministrator	A2	6
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SalariesClerk	A2	2
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Clerk	A1	
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Typist	A3	
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ClerkTypist	A3	
ClericalAssistant	A1A	
TomPriceHospital:		
ManagingSecretary	A2	7
Clerk	A1	
ClerkTypist	A3	
Upper Blackwood and Districts Soldiers MemorialHospital(BoyupBrook):		
ManagingSecretary	A2	6
ClericalAssistant	A1A	
WaginDistrictHospital:		
Clerk	A1	
ClericalAssistant	A1A	
Table	Classification	
WannerooHospital:		
Administrator	A2	9
ClerkTypist	A3	
WarrenDistrictHospital(Manjimup):		

Administrator	A2	9
AssistantAdministrator	A2	4
Clerk	A1	
ClerkTypist	A3	

WickhamHospital:

ManagingSecretary	A2	8
Clerk	A1	
ClericalAssistant	A1A	

WilliamsDistrictHospital:

Secretary	A2	5
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WonganHillsDistrictHospital:

ManagingSecretary	A2	6
Clerk	A1	

WoodsideMaternityHospital:

Clerk	A1	
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WoorolooDistrictHospital:

Clerk	A1	
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Wyalkatchem-Koorda and Districts

Hospital:

ManagingSecretary	A2	6
Clerk	A1	
Table	Classification	

WyndhamDistrictHospital:

Administrator	A2	9
AssistantAdministrator	A2	4
Clerk	A1	
Typist	A3	
ClericalAssistant	A1A	

YalgooDistrictHospital:

Secretary	A2	5
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YarloopDistrictHospital:

ManagingSecretary	A2	7
Clerk	A1	

YorkDistrictHospital:

Clerk	A1	
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SCHEDULE E

CLASSIFICATIONANDGRADINGOFWORKERS
INGENERALDIVISION

	Table	Classification
RoyalPerthHospital:		
CateringSuperintendent	B2	11
DeputyChiefEngineer	B2	9/10
ChiefOrthotist	B2	8
ChiefMedicalPhotographer	B2	7/8
AssistantEngineer	B2	7
AssistantEngineer(Plant)	B2	7
SeniorMaxilloFacialProsthetist	B2	7
DeputyChiefOrthotist	B2	7
Technician In-Charge	B2	7
SeniorCardiologyTechnician	B2	7
DeputyCateringSuperintendent	B2	6/7
OfficerIn -ChargeC.S.S.D.	B2	6
CleaningServicesOfficer	B2	6
SeniorTechnician(Radiology)	B2	6
SeniorTechnician(Electronics)	B2	6
SeniorTechnician(Mechanic al)	B2	6
MaxilloFacialTechnician	B2	6
OrthotistIn -Charge(Sub -CentreP.M.H.)	B2	6
Manager,OrderlyandTransportServices	B2	6
SeniorPerfusionTechnician	B2	5/6

BuildingSupervisor	B2	5/6
LinenServicesManager	B2	5/6
AssistantCateringSuperintendent	B2	5
SupplyOfficer,GeneralandSurgical	B2	5
SeniorSupervisor	B2	4/5
Orthotist	B2	4/5
GroundsSupervisor	B2	4
SeniorMedicalPhotographer	B2	4
SeniorTradeInstructor	B2	4
CateringOfficer	B2	4
DomesticDialysisTechnicianIn-Charge	B2	4
StoresOfficer(Pharmacy)	B2	3
SeniorMortuaryTechnician	B2	3
PerfusionTechnician	B2	2/3
MedicalPhotographer	B2	2/3
LaboratoryTechnician	B2	2/3
SeniorWarden	B2	2/3
TradeInstructor	B2	2/3
SeniorFoodSupervisor	B2	2
FoodServicesSupervisor	B2	2
SeniorE.E.G.Recordist	B2	2
Storekeeper	B2	2

Technician(Mechanical)	B2	1/5
Technician(Physics)	B2	1/5
Technician(Electronics)	B2	1/5
LaboratoryTechnician	B2	1/4
	Table	Classification
CardiologyTechnician	B2	1/4
TechnicalOfficer(Eng ineering)	B2	1/4
Technician(Physics)	B2	1/4
Technician(Bio -Engineering)	B2	1/4
Technician(Radioisotopes)	B2	1/4
Technician	B2	1/4
WelfareOfficer	B2	1/4
WelfareOfficer(Psychiatry)	B2	1/4
TherapeuticArtTeacher	B2	1/4
CardiacTechnician	B2	1/2
LaboratoryTechnician	B2	1/2
GarageSupervisor	B2	1/2
InstrumentFitter	B2	1/2
LiaisonOfficer	B2	1/2
SeniorLaboratoryWorkshopAssistant	B2	1/2
TechnicalOfficer	B2	1/2

Welfare Officer	B2	1/2
Orthotic Technician	B2	1/2
Orthopaedic Footwear Maker	B2	1/2
Orthopaedic Appliance Worker	B2	1/2
Mortuary Technician	B2	1/2
Senior Assistant in Pharmacy	B2	1/2
Technical Assistant	B2	1/2
Senior Operating Theatre Technician	B2	1
Technical Assistant	B2	1
Supervisor	B2	1
Assistant Cleaning Supervisor	B2	1
Senior Respiratory Apparatus Technician	B2	1
Senior Orthopaedic Theatre Technician	B2	1
Senior Cytotechnician	B2	3
Stores Assistant	B2	1
Assistant in Pharmacy	B2	1
Deputy Senior Warden	B2	1
Senior Theatre Technician (Orthopaedic)	B2	1
Laboratory Assistant In-Charge	B2	1
Food Supervisor	B1	3
Respiratory Apparatus Technician	B1	3
E.E.G. Recordist	B1	3

Warden	B1	3
UrologicalAssistant	B1	3
StoresAssistant	B1	3
AssistantLiaisonOfficer	B1	3
OrthopaedicTechnician	B1	2/3
OperatingTheatreTechnician	B1	2/3
TheatreTechnician	B1	2/3
FilmProcessor	B1	2/3
MortuaryAssistant	B1	2-
	B2	1
AssistantFoodSupervisor	B1	2
E.C.G.Recordist	B1	1/2
DarkRoomAssistant	B1	1/2
OrthopaedicApplianceWorker	B1	1/2
StoresAssistant	B1	1/2
X-RayAssistant	B1	1/2
	Table	Classification
OccupationalTherapyAssistant	B1	1
LaboratoryWorkshopAssistant	B1	1
PharmacyAssistant	B1	1
PhysiotherapyAssistant	B1	1

TechnicalAssistant	B1	1
AnimalHouseTechnician	B1	1
AssistantWarden(Relievin g)	B1	1
AssistantWarden	B1	1
LaboratoryAssistant	B3	
Cytotechnician	B2	1/2
AssistanttoArchitecturalDraftsman	B5	

SirCharlesGairdnerHospital:

ChiefEngineer	B2	13+Allow \$1,000P.A.
DeputyChiefEngineer	B2	10
CateringOfficer	B2	9
TechnicalServicesManager	B2	7
LaboratoryManager(Electronics)	B2	7
OperationsManager	B2	7
LaboratoryManager(Mechanical)	B2	7
MaintenanceManager	B2	7
GeneralServicesSupervisor	B2	6
MethodsandPlanningEngineer	B2	6
SeniorTechnician(Elec tronics)	B2	6
SeniorTechnician(Mechanical)	B2	6

DeputyCateringOfficer	B2	5/6
Co-ordinatingShiftEngineer(Charge)	B2	5/6
SeniorTechnicalOfficer(Mechanical)	B2	5/6
SeniorTechnicalOfficer(Building)	B2	5/6
FireandSafetyCo -ordinator	B2	5/6
MechanicalServicesSupervisor	B2	4/5
ShiftEngineer(Charge)	B2	4/5
ShiftEngineer(ChargeRelieving)	B2	4/5
TransportServicesManager	B2	4/5
CleaningServicesSupervisor	B2	4
Co-ordinator,BuildingTrades	B2	4
ShiftEngineer(Plant)	B2	3/4
AssistantCateringOfficer	B2	3
TradeInstructor	B2	2/3
AssistantCleaningServicesSupervisor	B2	2
SeniorE.E.G./E.M.G.Recordist	B2	2
Technician(Electronics)	B2	1/5
Technician(Mechanical)	B2	1/5
TechnicalOfficer(Electrical)	B2	1/4
LaboratoryTechnician	B2	1/4
DisposalandDistributionOfficer	B2	1/2
WarehouseController	B2	1/2

LaboratoryTechnician	B2	1/2
FoodProcessingSupervisor	B2	1
FoodStaffSupervisor -Training	B2	1
TransportOfficer	B2	1
	Table	Classification
SeniorTheatreTech nician	B2	1
ArtTherapist	B2	1
AssistantinPharmacy	B2	1
E.E.G./E.M.G.Recordist	B2	1
AnimalHouseTechnician	B2	1
AssistantTransportOfficer	B1	3
AudioMetrician	B1	3
SeniorE.C.G.Recordist	B1	3
WelfareAssistant	B1	3
Co-ordinator,LectureThe atre	B1	3
Warden,AnsteyHouse	B1	3
TheatreTechnician	B1	2/3
PlasterTechnician	B1	2/3
FoodServiceSupervisor	B1	2
FoodServiceSupervisor(Relieving)	B1	2
SeniorSortingRoomAssistant	B1	2

DeputyWarden,StaffResidence	B1	2
AssistantHomeWard en	B1	2
E.C.G.Recordist	B1	1/2
DarkRoomAttendant	B1	1/2
ReprographicAssistant	B1	1
SortingRoomAssistant	B1	1
DietaryAssistant	B1	1
OccupationalTherapyAssistant	B1	1
HandcraftWorker	B1	1
PharmacyAssistant	B1	1
PhysiotherapyAssistant	B1	1
SpeechTherapyAssistant	B1	1
LaboratoryAssistant	B3	
CadetRadiographer	B6	
FremantleHospital:		
ChiefEngineer	B2	12
DeputyChiefEngineer	B2	9
CateringOfficer	B2	7/8
TechnicianIn -Charge	B2	7
SeniorTechnician(Mechanical)	B2	6
DeputyCateringOfficer	B2	4/5

ShiftEngineer	B2	4/5
GeneralServicesSupervisor	B2	4
AudioVisualandGraphicsOfficer	B2	3/4
Technician(Mechanical)	B2	1/5
Technician(Electronics)	B2	1/5
LaboratoryTechnician	B2	1/4
WelfareOfficer	B2	1/4
SeniorRespi ratoryApparatusTechnician	B2	1/2
AssistantinPharmacy	B2	1
E.E.G.Recordist	B2	1
SeniorOrthopaedicTheatreTechnician	B2	1
	Table	Classification
SeniorE.C.G.Recordist	B2	1
E.C.G.Recordist	B1	3
OperatingTheatreTechnician	B1	2/3
RespiratoryApparatusTechnician	B1	2/3
MortuaryAssistant	B1	2-
	B2	1
GeneralAssistant	B1	2
FoodServiceSupervisor	B1	2
TradeInstructor	B1	1/3

HomeSupervisor	B1	1/2
DarkRoomAttendant	B1	1/2
E.C.G.Recordist	B1	1/2
PharmacyAssistant	B1	1
CraftWo rker	B1	1
DietaryAssistant	B1	1
LaboratoryAssistant	B3	
Cytotechnician	B21/2	
TraineePharmacist	B6	
CadetRadiographer	B6	

PrincessMargaretHospital:

Engineer	B2	11
DeputyEngineer	B2	7
TechnicianIn -Charge	B2	7
CateringOfficer	B2	6/7
Supervisor,AudioVisualAids	B2	6/7
SeniorTechnician	B2	6
AudioVisualTechnician	B2	5
DeputySupervisor,AudioVisualAids	B2	5
AssistantEngineer	B2	4/5
PurchasingandSupplyOfficer	B2	4/5

AssistantCateringOfficer	B2	4
GeneralServicesSupervisor	B2	3
FoodStaffSupervisor	B2	2
E.E.G./E.M.G.RecordistIn -Charge	B2	2
Technician(Mechanical)	B2	1/5
Technician(Electronics)	B2	1/5
LaboratoryTechnician	B2	1/4
HealthVisitor	B2	1/4
TechnicalAssistant	B2	1/2
LaboratoryTechnician	B2	1/2
CardiacTechnician	B2	1/2
MortuaryTechnician	B2	1/2
AnimalHouseTechnicianIn -Charge	B2	1/2
LaboratoryAssistantIn -Charge	B2	1
E.E.G./E.M.G.Recordist	B2	1
LinenSupervisor	B2	1
AssistantGeneralServicesSupervisor	B2	1
SeniorOffsetPrintingOfficer	B2	1
SeniorWarden	B1	3
TheatreTechnician	B1	2/3
AnaestheticTechnician	B1	2/3
	Table	Classification

OffsetPrintingOfficer	B1	2
SeniorOccupationalTherapyAssistant	B1	2
ResidentWarden	B1	1
PharmacyAssistant	B1	1
PhysiotherapyAssistant	B1	1
OccupationalTherapyAssistant	B1	1
AudioVisualAssistant	B1	1
LaboratoryAssistant	B3	
X-RayAssistant	B3	
CadetRadiographer	B6	

KingEdwardMemorialHospital:

ChiefEngineer	B2	10
DeputyChiefEngineer	B2	7
WelfareOfficer	B2	3/4
GeneralServicesSupervisor	B2	3/4
UltrasoundOperator	B2	1/5
Technician(Electronics)	B2	1/5
AssistantinPharmacy	B2	1
OffsetPrintingOperator	B1	3
Storekeeper	B1	1/2
PharmacyAssistant	B1	1

X-RayAssistant	B1	1
LaboratoryAssistant	B3	
MortuaryAssistant	B3	
TraineeCytotechnician	B3	
Cytotechnician	B2	1/2

PerthDentalHospital:

Engineer	B2	8
AssistantEngineer	B2	6
Manager,TechnicalService	B2	6
SupervisingTechnician	B2	5
PurchasingandEquipmentOfficer	B2	3/4
Technician(Mechanical)	B2	1/5
ElectricalMaintenanceOfficer	B2	1/2
GeneralServicesSupervisor	B2	1/2
StoresOfficer	B2	1
TheatreTechnician	B1	2/3
StoresAssistant	B1	1/2
LaboratoryAssistant	B3	

AlbanyRegionalHospital:

Engineer	B2	7
DomesticSu pervisor	B2	1

StoresClerk	B2	1
X-RayAssistant	B1	1/2
HandicraftInstructor	B1	1
	Table	Classification

Armadale-KelmscottMemorialHospital:

MaintenanceOfficer	B2	5
CateringandDomesticSupervisor	B2	2/3
StoremanClerk	B1	2
X-RayAssistan t	B1	1/2

BentleyHospital:

Engineer	B2	6
CateringandDomesticSupervisor	B2	4
StoremanClerk	B1	2
X-RayAssistant	B1	1/2
DarkRoomAssistant	B1	1

BridgetownDistrictHospital:

RegionalElectricalMaintenanceOfficer	B2	3
X-RayOperato r	B1	1/3 -
	B2	1

BroomeDistrictHospital:

MaintenanceOfficer	B2	4
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StoresClerk	B1	2
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BunburyRegionalHospital:

Engineer	B2	7
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CateringOfficer	B2	3/4
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RegionalElectricalMaintenanceOfficer	B2	3
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DomesticSupervisor	B2	2/3
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StoresOfficer	B2	1
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OccupationalTherapyAssistant	B1	1
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PharmacyAssistant	B1	1
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BusseltonDistrictHospital:

MaintenanceOfficer	B2	5
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X-RayAssistant	B1	1/2
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HandicraftWorker	B1	1
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CarnarvonRegionalHospital:

MaintenanceOfficer	B2	5
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StoresClerk	B1	2
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CollieDistrictHospital:

MaintenanceOfficer	B2	5
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StoresClerk	B1	3
DarkRoomAssistant	B1	1/2
X-RayAssistant	B1	1/2

CorriginDistrictHospital:

X-RayOperator	B1	1/3 -
	B2	1

DampierDistrictHospital:

PhysiotherapistAssist ant	B1	1
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DerbyRegionalHospital:

MaintenanceOfficer	B2	6
CateringandDomesticSupervisor	B2	3/4
RegionalElectricalMaintenanceOfficer	B2	4
StoremanClerk	B1	2
X-RayAssistant	B1	1/2
PharmacyAssistant	B1	1

EsperanceDistrictHospital :

MaintenanceOfficer	B2	5
X-RayAssistant	B1	1/2

ExmouthDistrictHospital:

MaintenanceOfficer	B2	4
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GeraldtonRegionalHospital:

Engineer	B2	7
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CateringOfficer	B2	3/4
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RegionalElectricalMaintenanceOfficer	B2	3
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DomesticSupervisor	B2	1
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ClerkStoreman	B2	1
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WelfareAssistant	B1	3
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X-RayAssistant	B1	1/2
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HarveyDistrictHospital:

X-RayOperator	B1	1/3 -
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	B2	1
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KalgoorlieRegionalHospital:

Engineer	B2	8
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CateringOfficer	B2	4/5
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RegionalElectricalMaintenanceOffice r	B2	3
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DomesticSupervisor	B2	2/3
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LaundryManager	B2	1
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StoremanClerk	B2	1
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AssistantCateringOfficer	B2	1
TheatreTechnician	B1	2/3
X-RayAssistant	B1	1/3
OccupationalTherapyAssistant	B1	1

KalamundaDistrictCommunityHospital:

CateringandDomesticSupervisor	B2	2/3
MaintenanceOfficer	B2	1/2
StoresClerk	B1	2

KatanningDistrictHospital:

MaintenanceOfficer	B2	5
RegionalElectricalMaintenanceOfficer	B2	3
X-RayOperator	B1	1/3 -
	B2	1
WelfareAssistant	B1	3

MeekatharraDistrictHospital:

RegionalElectricalMaintenanceOfficer	B2	3
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MerredinDistrictHospital:

RegionalElectricalMaintenanceOfficer	B2	3
StoremanClerk	B1	2

MorawaDistrictHospital:

X-RayOperator	B2	1/3 -
	B2	1

MountHenryHos pital:

Engineer	B2	7
CateringOfficer	B2	6/7
DomesticSupervisor	B2	3/4
RegionalFireandSafetyOfficer	B2	3/4
StoresOfficer	B2	2/3
FoodSupervisor	B1	2/3
PhysiotherapyAssistant	B1	1
OccupationalTherapyAssistant	B1	1

MurrayDistrictHos pital(Pinjarra):

MaintenanceOfficer	B2	5
X-RayOperator	B1	1/3 -
	B2	1

NarroginRegionalHospital:

Engineer	B2	6
CateringandDomesticSupervisor	B2	3/4

RegionalElectricalMaintenanceOfficer	B2	3
ClerkStoreman	B1	2
X-RayAssistant	B1	1/2

NorthamRegionalHospital:

Engineer	B2	7
RegionalElectricalMaintenanceOfficer	B2	3
StoremanClerk	B1	2
X-RayAssistant	B1	1/2

OrdStreetHospital:

WelfareOfficer	B2	1/5
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OsborneParkHospital:

Engineer	B2	8
CateringOffic er	B2	4/5
StoremanClerk	B1	2
DarkRoomAssistant	B1	1/2
X-RayAssistant	B1	1/2

PingellyDistrictHospital:

X-RayOperator	B1	1/3 -
	B2	1

PortHedlandRegionalHospital:

Engineer	B2	6
RegionalElectricalMaintenanceOfficer	B2	4
CateringandDomesticSupervisor	B2	3/4
WelfareAssistant	B1	3
ClerkStoreman	B1	2
X-RayAssistant	B1	1/2

QuoVadisHospital:

FarmSupervisor	B2	2/3
WelfareOfficer	B2	1/5

Rockingham-KwinanaDistrictHospital:

Engineer	B2	6
WelfareAssistan t	B1	3
TheatreTechnician	B1	2/3
X-RayAssistant	B1	1/2
StoremanClerk	B1	1

SunsetHospital:

Engineer	B2	6
CateringOfficer	B2	4/5

DomesticSupervisor	B2	2/3
StoresOfficer	B2	2
OccupationalTherapyAssistant	B1	1
PhysiotherapistAssistant	B1	1

SwanDistrictHospital:

Engineer	B2	7
CateringandDomesticSupervisor	B2	4/5
RegionalFireandSafetyCo -ordinator	B2	3/4
TheatreTechnician	B1	2/3
StoremanClerk	B1	2
X-RayAssistant	B1	1/2

WannerooHospital:

Engineer	B2	5
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WarrenDistrictHospital(Manjimup):

MaintenanceOfficer	B2	5
ClerkStoreman	B1	2
X-RayAssistant	B1	1/2
HandicraftWorker	B1	1

WickhamHospital:

Maintenance Officer	B2	4
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Wongan Hills District Hospital:

Regional Electrical Maintenance Officer	B2	3
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Wyndham District Hospital:

Maintenance Officer	B2	5
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Regional Electrical Maintenance Officer	B2	4
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Clerk Storeman	B1	2
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SCHEDULE F

CLASSIFICATION AND GRADING OF WORKERS

IN PROFESSIONAL DIVISION

Workers employed in the following classifications shall be paid at the appropriate salary level in accordance with the table set out in Schedule C as indicated.

	Table	Classification
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Royal Perth Hospital:

Physicist In-Charge	C4	6
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Superintendent Radiographer	C1	7
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Chiropodist In-Charge	C11	4
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Architectural Draftsman	C13	1
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Audiologist	C12	1
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Senior Chiropodist	C11	2
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Chiropodist	C11	1
SuperintendentPhysiotherapist	C10	6
SuperintendentOccupationalTherapist	C10	6
AssistantSuperintendentPhysiotherapist	C10	4
SuperintendentDietitian	C10	4
AssistantSuperintendentOccupational Therapist	C10	4
Tutor(OccupationalTherapy)	C10	3
SeniorOccupationalTherapist(Psychiatry)	C10	3
SeniorPhysiotherapist	C10	3
SpeechTherapistIn -Charge	C10	3
SeniorDietiti an	C10	2
SeniorPhysiotherapist	C10	2
SeniorOccupationalTherapist	C10	2
Dietitian	C10	1
OccupationalTherapist	C10	1
Physiotherapist	C10	1
SpeechTherapist	C10	1
Radiographer(Radioisotopes)	C9	1
ChiefEngineer	C8	5
SeniorBio -Engineer	C8	4
EngineerIn -Charge(T.S.D.)	C8	3

Architect	C8	2
Engineer(ElectronicsServiceandMaintenance)	C8	2
ProjectBio -Engineer(R.P.(R.).H.)	C8	1/2
Engineer(Electronics)	C8	1
StaffCounsellor	C6	1/2
Psychologist	C6	1/2
Psychologist(Rehabilitation)	C6	1/2
ChiefMedicalSocialWorker	C5	7
DeputyChiefMedicalSocialWorker	C5	5
MedicalSocialWorkSupervisor	C5	3
SeniorMedicalSocialWorker	C5	3
SeniorMedicalSocialWorker -(Psychiatry)	C5	
MedicalSocialWorker	C5	1
Senior Physicist	C4	4
ScientificOfficer	C4	3/4
PhysicistIn -Charge	C4	3
Chemist	C4	3
SeniorPhysicist	C4	3
Chemist	C4	2
ScientificOfficer	C4	2
PhysicistTrainee	C4	1
ChiefMedicalScientist	C3	7

AssistantChiefMedicalLaboratory		
Technologist	C3	5
SeniorMedicalScientist		
In-Charge	C3	5
MedicalScientistIn -Charge	C3	4
MedicalScientistIn -Charge	C3	3
SeniorMedicalScientist	C3	3
SeniorMedicalScientist	C3	2
MedicalScientist	C3	1
ChiefPharmacist	C2	8
DeputyChiefPha rmacist	C2	6
SeniorPharmacist	C2	4
SeniorPharmacist	C2	3
SeniorPharmacist	C2	2
Pharmacist	C2	1
SuperintendentRadiographer(Therapeutic)	C1	6
DeputySuperintendentRadiographer	C1	5
SupervisingRadiographer -(Radioisotopes	C1	3
AssistantSuperintendentRadiographer	C1	3
SeniorRadiographer(Therapeutic)	C1	3
Radiographer(SpecialProcedures)	C1	2
Radiographer(Theatre)	C1	2

SeniorRadiographer	C1	2
Radiographer	C1	2
Radiographer(NightSupervisor)	C1	2
Radiographer	C1	1
Radiographer(Therapeutic)	C1	1

SirCharlesGairdnerHospital:

Draftsman	C13	1
Audiologist	C12	2
SeniorChiropodist	C11	3
Chiropodist	C11	1
ChiefPhysiotherapist	C10	6
ChiefOccupationalTherapist	C10	5
DeputyChiefOccupatio nalTherapist	C10	4
DeputyChiefPhysiotherapist	C10	4
ChiefDietitian	C10	3
SeniorPhysiotherapist	C10	3
ChiefSpeechTherapist	C10	3
SeniorOccupationalTherapist	C10	3
SeniorOccupationalTherapist	C10	2
SeniorPhysiotherapist	C10	2

OccupationalTherapist	C10	1
Dietitian	C10	1
Physiotherapist	C10	1
SpeechTherapist	C10	1
Radiographer(Radioisotopes)	C9	1
ElectricalEngineer	C8	3
ClinicalPsychologist	C6	2
ChiefMedicalSocialWorker	C5	6
DeputyChiefMedicalSocialWorker	C5	4
Supervisor -StudentUnit	C5	3
SeniorMedicalSocialWorker	C5	2
MedicalSocialWorker	C5	1
SeniorPhysicist	C4	4
Biochemist	C4	4
PhysicistIn -Charge(Computing)	C4	3
ScientificOfficer	C4	2
Physicist	C4	1
ScientificOfficer	C4	1
SeniorMedicalScientist		
In-Charge	C3	6
SeniorMedicalScientist		
In-Charge	C3	5

MedicalScientistIn -Charge	C3	3
SeniorMedicalScientist	C3	2
MedicalScientist	C3	1
ChiefPharmacist	C2	7
DeputyChiefPharmacist	C2	5
SeniorPharmacist	C2	3
SeniorPharmacist	C2	2
Pharmacist(Outpatients)	C2	1
ChiefRadiographer	C1	6
SuperintendentRadiographer	C1	6
DeputyChiefRadiographer	C1	4
SeniorRadiographer	C1	3
SeniorRadiographer	C1	2
SupervisingRadiographer	C1	2
ClinicalSup ervisor(Radiotherapy)	C1	2
Radiographer	C1	2
Radiographer	C1	1

FremantleHospital:

Chiropodist	C11	1
ChiefPhysiotherapist	C10	5

OccupationalTherapistIn -Charge	C10	4
DeputyChiefPhysiotherapist	C10	4
SeniorSpeechTherap ist	C10	3
SeniorDietitian	C10	3
DeputyOccupationalTherapistIn -Charge	C10	2
SeniorPhysiotherapist	C10	2
OccupationalTherapist	C10	1
Physiotherapist	C10	1
Dietitian	C10	1
SpeechTherapist	C10	1
Nucleographer	C9	1
MedicalLibraria n	C7	4
MedicalLibrarian	C7	2/3
MedicalLibrarian(Assistant)	C7	1
ChiefMedicalSocialWorker	C5	5
DeputyChiefMedicalSocialWorker	C5	3
SeniorMedicalSocialWorker	C5	2
MedicalSocialWorker	C5	1
ChiefMedicalScientist	C3	7
DeputyChi efMedicalScientist	C3	6
SeniorMedicalScientist		

In-Charge	C3	5
MedicalScientistIn -Charge	C3	3
SeniorMedicalScientist	C3	2
MedicalScientist	C3	1
ChiefPharmacist	C2	7
DeputyChiefPharmacist	C2	5
SeniorPharmacist	C2	3
SeniorPha rmacist	C2	2
Pharmacist	C2	1
ChiefRadiographer	C1	6
DeputyChiefRadiographer	C1	4
AssistantChiefRadiographer	C1	3
Radiographer	C1	2
TherapeuticRadiographer	C1	1
Radiographer	C1	1

PrincessMargaretHospital:

PhysiotherapistIn -Charge	C10	4
SpeechTherapistIn -Charge	C10	3
DietitianIn -Charge	C10	3
DeputyPhysiotherapistIn -Charge	C10	3

OccupationalTherapistIn -Charge	C10	3
DeputyOccupationalTherapistIn -Charge	C10	2
DeputySpeechTherapistIn -Charge	C10	2
SpeechTherapist	C10	2
SeniorPhysiotherapist	C10	2
SeniorDietitian	C10	2
SpeechTherapist	C10	1
Dietitian	C10	1
Physiotherapist	C10	1
OccupationalTherapist	C10	1
Radiographer(Radioisotopes)	C9	1
MedicalLibrarian	C7	4
Librarian	C7	2/3
LibraryAssistant	C7	1
SeniorClinicalPsychologist	C6	3
ClinicalPsychologist	C6	2
DevelopmentPsychologist	C6	2
ClinicalPsychologist	C6	1
ChiefMedicalSocialWorker	C5	5
DeputyChiefMedicalSocialWorker	C5	3
MedicalSoci alWorker	C5	1

Biochemist	C4	3
ChiefMedicalScientist	C3	7
SeniorMedicalScientist		
In-Charge	C3	5
MedicalScientistIn -Charge	C3	4
MedicalScientistIn -Charge	C3	3
SeniorMedicalScientist	C3	2
MedicalScientist	C3	1
ChiefPharmacist	C2	7
DeputyChiefPharmacist	C2	5
SeniorPharmacist	C2	3
SeniorPharmacist	C2	2
Pharmacist	C2	1
ChiefRadiographer	C1	5
DeputyChiefRadiographer	C1	3
SeniorRadiographer	C1	2
Radiographer	C1	2
Radiographer	C1	1

KingEdwardMem orialHospital:

Dietitian/CateringOfficer	C10	3
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SeniorPhysiotherapist	C10	2
Physiotherapist	C10	1
Dietitian	C10	1
MedicalLibrarian	C7	4
LibraryAssistant	C7	1
ChiefMedicalSocialWorker	C5	4
DeputyChiefMedicalSocialWorker	C5	2
MedicalSocialWorker	C5	1
Chemist	C4	2
ChiefMedicalScientist	C3	7
SeniorMedicalScientist		
In-Charge	C3	5
MedicalScientistIn -Charge	C3	3
SeniorMedicalScientist	C3	2
MedicalScientist	C3	1
ChiefPharmacist	C2	7
DeputyChiefPh armacist	C2	4
SeniorPharmacist	C2	3
SeniorPharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

PerthDentalHospital:

MedicalScientistIn -Charge	C3	3
SeniorRadiographer	C1	3
Radiographer	C1	1

AlbanyRegionalHospital:

SeniorPhysiotherapist	C10	2
Physiotherapist	C10	1
OccupationalTherapist	C10	1
SpeechTherapist	C10	1
SeniorMedicalSocialWorker	C5	2
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

Armadale-KelmscottMemorialHospital:

SpeechTherapist	C10	1
Physiotherapist	C10	1
SeniorRadiographer	C1	3

Radiographer	C1	1
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AstonHospital:

MedicalSocialWorker	C5	1
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BentleyHospital:

SpeechTherapist	C10	1
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RelievingPharmacist	C2	2
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ChiefRadiographer	C1	4
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SeniorRadiographer	C1	2
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Radiographer	C1	1
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BroomeDistrictHospital:

Radiographer	C1	1
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Table Classification

BunburyRegionalHospital:

SeniorPhysiotherapist	C10	2
Physiotherapist	C10	1
OccupationalTherapist	C10	1
SpeechTherapist	C10	1
SeniorMedicalSocialWorker	C5	2
MedicalSocialWorker	C5	1
RegionalPharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

BusseltonDistrict Hospital:

SeniorRadiographer	C1	2
Radiographer	C1	1

CarnarvonRegionalHospital:

Physiotherapist	C10	2
Radiographer	C1	1

CollieDistrictHospital:

Radiographer	C1	2
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DampierDistrictHospital:

SeniorPhysiotherapist	C10	2
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Radiographer	C1	1
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DerbyRegionalHospital:

Physiotherapist	C10	2
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Physiotherapist	C10	1
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RegionalPharmacist	C2	2
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SeniorRadiographer	C1	2
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EsperanceDistrictHospital:

Physiotherapist	C10	1
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SpeechTherapist	C10	1
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Radiographer	C1	2
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Table Classification

GeraldtonRegionalHospital:

SeniorPhysiotherapist	C10	3
Physiotherapist	C10	1
SpeechTherapist	C10	1
OccupationalTherapist	C10	1
SeniorM edicalSocialWorker	C5	2
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

KalgoorlieRegionalHospital:

Physiotherapist	C10	1
SpeechTherapist	C10	1
OccupationalTherapist	C10	1
SeniorMedicalSocialWorker	C5	2
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

KalamundaDistrictCommunityHospital:

Radiographer	C1	1
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KatanningDistrictHospital:

OccupationalTherapist	C10	1
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Physiotherapist	C10	1
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Radiographer	C1	1
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MerredinDistrictHospital:

Physiotherapist	C10	1
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Radiographer	C1	1
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MountHenryHospital:

PhysiotherapistIn -Charge	C10	2
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OccupationalTherapistIn -Charge	C10	2
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Physiotherapist	C10	1
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OccupationalThera pist	C10	1
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Dietitian	C10	1
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SpeechTherapist	C10	1
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Pharmacist	C2	2
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Table	Classification
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MurrayDistrictHospital(Pinjarra):

OccupationalTherapist	C10	1
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Physiotherapist	C10	1
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Radiographer	C1	2
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NarroginRegionalHospital:

OccupationalTherapist	C10	1
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Physiotherapist	C10	1
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SeniorMedicalSocialWorker	C5	2
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Pharmacist	C2	2
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SeniorRadiographer	C1	3
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Radiographer	C1	1
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NewmanHospital:

Radiographer	C1	1
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NorthamRegionalHospital:

Pharmacist	C2	2
Radiographer	C1	2

OrdStreetHospital:

ClinicalPsychologist	C6	2
MedicalSocialWorker	C5	1

OsborneParkHospital:

Physiotherapist	C10	2
Physiotherapist	C10	1
ConsultantDietitian	C10	1
MedicalSocialWorker	C5	1
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

PortHedlandRegionalHospital:

PhysiotherapistIn -Charge	C10	2
SpeechTherapist	C10	1
Physiotherapist	C10	1

Table Classification

OccupationalTherapist	C10	1
SeniorMedicalSocialWorker	C5	3
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

Rockingham-KwinanaDistrictHospital:

Physiotherapist	C10	1
Pharmacist	C2	2
SeniorRadiographer	C1	3
Radiographer	C1	1

SunsetHospital:

Chiropodist	C11	1
OccupationalTherapistIn -Charge	C10	3
OccupationalTherapist	C10	1
Physiotherapist	C10	1

SwanDistrictHospital:

SpeechTherapist	C10	1
Dietitian	C10	1
Physiotherapist	C10	1
Pharmacist	C2	2
Radiographer	C1	2

TomPriceHospital:

Radiographer	C1	1
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WannerooHospital:

Pharmacist	C2	2
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WarrenDistrictHospital(Manjimup):

OccupationalTherapist	C10	1
Physiotherapist	C10	1
Radiographer	C1	2

Table Classification

WickhamHospital:

Physiotherapist	C10	1
Radiographer	C1	1

WyndhamDistrictHospital:

Physiotherapist	C10	1
Radiographer	C1	1

SCHEDULE G

LISTOFRESPONDENTS -PARTYTOTHEAWARD

PARTYTOTHEAWARD:

HealthServicesUnionofWesternAustralia(UnionofWorkers)isamedpartytothisAward.

RESPONDENTS:

TheBoardsofManagementof:

RoyalPerthHospital

Wellington Street

PERTHWA6000
SirCharlesGairdnerHospital
VerdunStreet
SHENTONPARKWA6008
FremantleHospital
AlmaStreet
FREMANTLEWA6160
PrincessMargaretHospital
ThomasStreet
SUBIACOWA6008
KingEdwardMemorialHospital
BagotRoad
SUBIACOWA6008
PerthDentalHospital
GoderichStreet
PERTHWA6000
BeverleyDistrictHospital
BEVERLEYWA6304
BoddingtonDistrictHospital
BODDINGTONWA6390
BridgetownDistrictHospital
BRIDGETOWNWA6255
BruceRockMemorialHospital
BRUCEROCKWA6418
CorriginDistrictHospital
CORRIGINWA6375
CunderdinDistrictHospital
CUNDERDINWA6407
DalwallinuDistrictHospital
DALWALLINUWA6609
DumbleyungDistrictHospital
DUMBLEYUNGWA6350
GnowangerupDistrictHospital
GNOWANGERUPWA6335
GoomallingDistrictHospital
GOOMALLINGWA 6460
HarveyDistrictHospital
HARVEYWA6220
JerramungupDistrictHospital
JERRAMUNGUPWA6337

KalamundaDistrictCommunityHospital
KALAMUNDAWA6076
KellerberrinMemorialHospital
KELLERBERRINWA6410
KojonupDistrictHospital
KOJONUPWA6395
KondininDistrictHospital
KONDININWA6367
KukerinDistrictHospital
KUKERINWA6352
KununoppinandDistrictHospital
KUNUNOPPINWA6489
MooradistrictHospital
MOORAWA6510
MorawadistrictHospital
MORAWAWA6623
MullewadistrictHospital
MULLEWAWA6630
MurrayDistrictHospital
PINJARRAWA6208
NannupDistrictHospital
NANNUPWA6275
NarembeendistrictHospital
NAREMBEENWA6369
NorsemandistrictHospital
NORSEMANWA6443
NorthMidlandsDistrictHospital
THREESPRINGSWA6519
NorthamptonDistrictHospital
NORTHAMPTONWA6535
NorthcliffeDistrictHospital
NORTHCLIFFEWA6262
Numbala-Nunga -DerbyNursingHomeandHospital
DERBYWA6721
PembertonDistrictHospital
PEMBERTONWA6260
PingellyDistrictHospital
PINGELLYWA6308
PlantagentDistrictHospital
MTBARKERWA 6324

QuairadingDistrictHospital
QUAIRADINGWA6383
RavensthorpeDistrictMemorialHospital
RAVENSTHORPEWA6346
RottnestIslandHospital
ROTTNESTWA6161
SouthernCrossDistrictHospital
SOUTHERNCROSSWA6426
UpperBlackwoodandDistrictsSoldiers'
MemorialHospital
BOYUPBROOKWA6224
WarrenDistrictHospital
MANJIMUPWA6258
WilliamsDistrictHospital
WILLIAMSWA6391
WonganHillsDistrictHospital
WONGONHILLSWA6603
Wyalkatchem-KoordaandDistrictsHospital
WYALKATCHEMWA6485
YalgooDistrictHospital
YALGOOWA6635
YarloopDistrictHospital
YARLOOPWA6218
AndtotheMinisterforHealth
3rdFloor,"C"Block
189RoyalStreet
EASTPERTHWA6004BeingtheBoardofManagementof: -
AlbanyRegionalHospital
Armadale-KelmscottDistrictHospital
AugustaDistrictHospital
BentleyHospital
BroomeDistrictHospital
BunburyRegionalHospital
BusseltonDistrictHospital
CarnarvonDistrictHospital
CollieDistrictHospital
DampierHospital
DenmarkDistrictHospital
DerbyRegionalHospital
DonnybrookDistrictHospital

DwellingupNursingPost
EsperanceDistrictHospital
ExmouthDistrictHospital
GeraldtonRegionalHospital
HawthornHospital
KalgoorlieRegionalHospital
KatanningDistrictHospital
KununurraDistrictHospital
LakeGraceDistrictHospital
LavertonDistrictHospital
LeonoraDistrictHospital
MarbleBarDistrictHospital
MargaretRiverDistrictHospital
MeekatharraDistrictHospital
MenziesNursingPost
MerredinDistrictHospital
MountHenryHospital
MountMagnetDistrictHospital
NarroginRegionalHospital
NewmanHospital
NorsemanDistrictHospital
NorthamRegionalHospital
OnslowDistrictHospital
OsborneParkHospital
ParaburdooHospital
PembertonDistrictHospital
PortHedlandRegionalHospital
Rockingham-KwinanaDistrictHospital
RoeburneDistrictHospital
SunsetHospital
SwanDistrictHospital
TelferNursingPost
TomPriceHospital
WaginDistrictHospital
WestKambaldaNursingPost
WickepinDistrictHospital
WilunaNursingPost
WittenoomDistrictHospital
WoodsideMaternityHospital
WoorolooHospital

WyndhamDistrictHospital

YorkDistrictHospital

SCHEDULE H

EXTENDEDAREAOFOPERATION

BoardsOfManagementOf: -

Armadale-KelmscottMemorialHospital

AstonHospital

BlackRangeDistrictHospital

CarnarvonRegionalHospital

DampierDistrictHospital

Derby RegionalHospital

DumbleyungDistrictHospital

KalamundaDistrictCommunityHospital

KellerberrinMemorialHospital

KukerinDistrictHospital

KununoppinandDistrictsHospital

LakesHospital

MountHospital

MukinbudinDistrictHospital

NewmanHospital

NorthamRegionalHospital

NorthcliffeDistrictHospital

NumbalaNunga -DerbyNursingHomeandHospital

OrdStreetHospital

ParaburdooHospital

PortHedlandRegionalHospital

PrincessMargaretHospitalForChildren

QuoVadisHospital

RavensthorpeDistrictMemorialHospital

Rockingham-KwinanaDistrictHospital

RottnestIslandHospital

TambellupDistrictHospital

TomPriceHospital

UpperBlackwoodandDistrictsSoldiers'MemorialHospital

WickhamDistrictHospital

WoorolooDistrictHospital

YalgooDistrictHospital 1

CoolgardieNursingHome

CueNursingPost
DwellingupNursingPost
EuclaNursingPost
MarbleBarNursingPost
MenziesNursingPost
MountMagnetNursingPost
TelferNursingPost
WestKambaldaNursingPost
WickepinNursingPost
WilunaNursingPost
Wittenoon NursingPost
DATEDatPerththis3rddayofJune,1969.

SCHEDULE I – CALLINGS

ARCHITECT
AUDIOLOGIST
BIO-CHEMIST
BIO-ENGINEER
CHEMIST
CLINICALPSYCHOLOGIST
DENTALOFFICER
DENTIST
DIETITIAN
ENGINEER
LIBRARIAN
MEDICALIMAGINGTECHNOLOGIST
MEDICALSCIENTIST
NUCLEARMEDICINETECHNOLOGIST
OCCUPATIONALTHERAPIST
PHARMACIST
PSYCHOLOGIST
PHYSICIST
PHYSIOTHERAPIST
PODIATRIST
RADIATIONTHERAPIST
RESEARCHOFFICER
SCIENTIFICOFFICER
SOCIALWORKER
SPEECHPATHOLOGIST

ULTRASONOGRAPHER
ACCOUNTANT
ACCOUNTINGOFFICER
ACCOUNTINGSERVICESOFFICER
ADMINISTRATIVEASSISTANT(ADMINISTRATIVE/MANAGER)
ADMINISTRATIVEOFFICER
ADMINISTRATOR
ADMISSIONSOFFICER
ASSETMANAGEMENTOFFICER
AUDITOR
BEREAVEMENTOFFICER
BUDGETINGOFFICER
CASEMIXOFFICER
CASHIER
CATERINGMANAGER
CATERINGOFFICER
CLAIMSMANAGEMENTOFFICER
CLEANINGSERVICESOFFICER
CLEANINGSERVICESSUPERVISOR
CLINICLIAISONOFFICER
CO-ORDINATORALLIEDHEALTH
CO-ORDINATORALLIEDHEALTHEARLYDISCHARGE
CO-ORDINATORPATIENTINFORMATIONSYSTEMS
CO-ORDINATORTRANSPORT
CO-ORDINATOR-HUMANRESOURCES
CO-ORDINATOR-SUPPORTSERVICES
COMMUNITYHEALTHOFFICER
COMPUTERASSISTANT
COMPUTERSERVICESOFFICER
COMPUTERSYSTEMSOFFICER
CONSULTANT(NOTMEDICAL)
CURATOROFART
DATAMANAGER
DIRECTOR(FINANCE&INFORMATIONTECHNOLOGY)
DIRECTOR -OTHERTHAND IRECTOROFNURSINGORMEDICINE
DIRECTOROFADMINISTRATIONSERVICES
DIRECTOROFINFORMATIONSERVICES
ENGINEER
ESTABLISHMENTSOFFICER
EXECUTIVEASSISTANT

EXECUTIVEOFFICER
FARMSUPERVISOR
FINANCEOFFICER
FIREANDSAFETYOFFICER
GENERALMANAGER
GENERALESERVIC ESSUPERVISOR
GRADUATEASSISTANT
GROUNDSSUPERVISOR
HEALTHEDUCATIONOFFICER
HUMANRESOURCESOFFICER
INDUSTRIALOFFICER
INFORMATIONPLANNINGOFFICER
INFORMATIONSERVICESOFFICER
LANGUAGESERVICESOFFICER
LINENSERVICESMANAGER
MANAGER(CSSD)
MANAGERACCOUN TINGSERVICES
MANAGERINFORMATIONSYSTEMS
MANAGERORDERLY&TRANSPORTSERVICES
MANAGER,OTHERTHANNURSEMANAGER
MANAGER-HUMANRESOURCES
MATERIALSMANAGEMENTSYSTEMSCO -ORDINATOR
MEDICALRECORDSOFFICER
MORBIDITYCODINGOFFICER
MUSEUMCURATOR
OCCUPATIONAL HEALTH&SAFETYOFFICER
OCCUPATIONALHEALTHOFFICER
PATIENTS'FEESOFFICER
PAYMASTER
PERSONNELOFFICER
PHARMACYSTOREOFFICER
PLANNINGOFFICER
POLICYOFFICER/ANALYST
PRINCIPALINDUSTRIALOFFICER
PROJECTOFFICER
PROPERTYOFFICER
PUBLICRELATIONSOFFICER
PURCHASING&STORESOFFICER
PURCHASINGOFFICER
PURCHASINGSUPPLYOFFICER

QUALITYASSURANCEOFFICER
QUALITYIMPROVEMENTOFFICER
REHABILITATIONOFFICER
RELIEVINGOFFICER
RISKMANAGEMENTOFFICER
SALARIESOFFICER
SECURITYOFFICER
SENIORABORIGINALHEALTHOFFICER
SERVICESOFFICER
STAFFCLERK
STORESOFFICER
SUPERINTENDENT
SUPPLYMANAGER
SUPPLYOFFICER
SYSTEMSADMINISTRATOR
TRAININGOFFICER
TRANSPLANTCO -ORDINATOR
TRANSPORTLIAISONOFFICER
WARDEN
WAREHOUSECONTROLLER
WORKERSCOMPENSATIONOFFICER
ACCOUNTSCLERK
ADMINISTRATIVEASSISTANT
ASSISTANTCASHIER
ASSISTANTMEDICALRECORDSOFFICER
ASSISTANTPATIENTS'FEESOFFICER
CLERK
COMMUNITYHEALTHCLERK
DATAPROCESSINGOFFICER
ENGINEERINGCLERK
ENQUIRIESCLERK
FILINGCLERK
JUNIORADMINISTRATIVEASSISTANT
KEYPUNCHOPERATOR
MAILROOMCLERK
MEDICALRECORDSCLERK
MEDICALSECRETARY
MEDICALTYPIST
MORBIDITYCODINGCLERK
P.A.T.SCLERK

PUBLICRELATIONSASSISTANT
PURCHASINGCLERK
RECEIVALLIAISONOFFICER
RECEPTIONIST
RESEARCHASSISTANT
SALARIESCLERK
SECRETARY
SHORTHANDTYPIST
STORES ASSISTANT
SURGICALAPPLIANCECLERK
SWITCHBOARDOPERATOR
TELEPHONIST
TRANSPORTCLERK
TYPIST
WORKERSCOMPENSATIONCLERK
ANAESTHETICTECHNICIAN
ANIMALHOUSETECHNICIAN
ARCHITECTURALDRAUGHTSPERSON
ARTTHERAPIST
ASSISTANTCATHLABTECHNICIAN
ASSISTANTINPHARMACY
AUDIOMETRICIAN
AUDIOVISUALASSISTANT
BIO-ENGINEERINGTECHNICIAN
CARDIACTECHNICIAN
CARDIOLOGYTECHNICIAN
CATERINGOFFICER
CATHLABTECHNICIAN
CLINICALPERFUSIONIST
CRAFTWORKER
CYTOTECHNICIAN
DARKROOMASSISTANT
DENTALTHERAPIST
DRAUGHTSPERSON
E.C.G RECORDIST
EEG/EMGRECORDIST
FILMPROCESSOR
HANDICRAFTINSTRUCTOR
HANDICRAFTWORKER
LABORATORYTECHNICIAN

LIBRARYASSISTANT
LIBRARYTECHNICIAN
MAINTENANCEENGINEER
MAXILLOFACIALTECHNICIAN
MEDICALARTIST
MEDICALPHOTOGRAPHER
MORTUARYTECHNICIAN
NEUROPHYSIOLOGYTECHNICIAN
OCCUPATIONALTHERAPYASSISTANT
ORTHOPAEDICAPPLIANCEASSISTANT
ORTHOPAEDICAPPLIANCETECHNICIAN
ORTHOPAEDICFOOTWEARMAKER
ORTHOPAEDICTECHNICIAN
ORTHOPTIST
ORTHOTICTECHNICIAN
ORTHOTIST
OUTREACHWORKER
PHARMACYASSISTANT
PHARMACYINTERN/TR AINEE
PHLEBOTOMIST
PHYSIOTHERAPISTASSISTANT
PRODUCTIONASSISTANT
REHABILITATIONTECHNOLOGIST
RESEARCHOFFICER
RESPIRATORYTECHNICIAN
SECURITYOFFICER
SHIFTENGINEER
SPECIMENCONTROLOFFICER
TECHNICALASSISTANT
TECHNICALOFFICER
TECHNICIAN
TECHNICIAN(AIR SYSTEMS)
TECHNICIAN(BIOENGINEERING)
TECHNICIAN(CONDITIONMONITORING)
TECHNICIAN(DIALYSIS)
TECHNICIAN(ELECTRICALSYSTEMS)
TECHNICIAN(ELECTRONICS)
TECHNICIAN(INSTRUMENTS)
TECHNICIAN(MECHANICAL)
TECHNICIAN(PHYSICS)

TECHNICIAN(RADIOISOTOPES)
THEATRETECHNICIAN
THERAPYASSISTANT
TRADEINSTRUCTOR
UROLOGYASSISTANT
UROLOGYTECHNICIAN
WELFAREOFFICER
X-RAYASSISTANT
CATERINGSERVICESSUPERVISOR
CLEANINGSERVICESSUPERVISOR
CLERKINCHARGE
CSSDSUPERVISOR
FOODSERVICESSUPERVISOR
OFFICESUPERVISOR
SUPERVISOR(ADMINISTRATION)
SUPERVISORADMISSIONCENTRE
SUPERVISORCODING
SUPERVISORFILINGSYSTEMS
SUPERVISORPREPARATION
SUPERVISOR-CARDIACCATHETERLABORATORY

ANY OF THE ABOVE CALLINGS MAY BE READ AS APPROPRIATE IN CONJUNCTION
WITH THE FOLLOWING PREFIXES *SUFFI XES.

ASSISTANT
CHIEF
CO-ORDINATOR
DEPUTY
DIRECTOR
IN-CHARGE
MANAGER
OFFICER
REGIONAL
SENIOR
SUPERINTENDENT
SUPERVISOR
TRAINEE

*NOTE: In some cases, the use of the prefix may cause some callings/classes of employees to be considered under more than one heading."

VARIATION RECORD

HOSPITALSALARIEDOFFICERS'AWARD1968
NO39OF1968

Delivered03/06/69at49WAIG376

Consolidated19/12/79at60WAIG66

CLAUSE NO.	EXTENT OF VARIATION	ORDER NO.	OPERATIVE DATE	GAZETTE REFEREN CE
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**Throughout this award the words "Medical Laboratory Techologist" were
changedto"MedicalScientist"**

		156/93	31/94	74 WAIG 1754
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1.Title

(1A.StateWagePrinciples)

Ins.Cl.	1752/91	31/01/92	72 WAIG 191
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Cl.&Title	1457/93	24/12/93	74 W AIG 198
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(1A.StateWagePrinciplesDecember1993)

Cl.&Title	985/94	30/12/94	75 WAIG 23
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(1A.StatementofPrinciplesDecember1994)

Cl.&Title	1164/95	21/03/96	76 WAIG 911
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(1A.StatementofPrinciplesMarch1996)

Cl&Title	915/96	7/08/96	76 WAIG 3368
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(1A.StatementofPrinciples -August1996)

Cl&Title	940/97	14/11/97	77 WAIG 3177
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(1A.StatementofPrinciples -November1997)

Cl.&Title	757/98	12/06/98	78 WAIG 2579
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(1A.StatementofPrinciples -June,1998)

Del.Cl.&Title	609/99	06/07/99	79 WAIG 1847
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1B.MinimumAdultAwardWage

Ins.1B	940/97	14/11/97	77 WAIG 3177
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Cl.	1241/98	27/07/98	78 WAIG 3479
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(2),(3),(5) & (8)rates&text	609/99	01/08/99	79 WAIG 1847
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Cl.	654/00	01/08/00	80 WAIG 3379
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Cl	752/01	01/08/01	81 WAIG 1721
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Cl	797/02	01/08/02	82 WAIG 1369,1702
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Cl.	569/03	5/06/03	83 WAIG 1899 & 2329
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(9)	1197/03	1/11/03	83 WAIG
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3537

CI 570/04 4/06/04 84 WAIG
1521

Cl. 576/05 07/07/05 Unreported

(1B.AwardModernisationCommitment)

Ins.Cl. P26/96 23/08/96 76 WAIG
4658

RenumberCl. 1241/98 27/07/98 78 WAIG
3479

1C.AwardModernisationCommitment

2.Arrangement

Ins.38 69/85 04/07/85

20.Title 375/85 02/09/85

Ins.38,39,40 1096/85 29/01/86

Ins.41 983/86 09/02/87

Del. 38 Junior 1333/87 16/12/87
Workers

Cl. 1005/87 19/02/88 68 WAIG
808

Cl.Corr. 1005/87 19/02/88 68 WAIG
1816

Sch. A & B -
Title,

Del.Sch.C P54/89(R) 10/10/89 69 WAIG
3290

Sch. A & B -
Title,

Del. Sch. C Corr.	P54/89(R)	22/01/90	70 W AIG 588
27.Title	P 15/90(R2)	09/05/90	70 WAIG 1747
Ins41	P55/90	12/10/90	70 WAIG 4326
Ins.1A	1752/91	31/01/92	72 WAIG 191
Cl.	P29/93	01/01/93	73 WAIG 1277
Ins.42	P29/93	03/02/93	73 WAIG 1796
1A	1457/93	24/12/93	74 WAIG 198
1A.Title	985/94	30/12/94	75 WAIG 23
Ins.43	P54/95	23/08/95	75 WAIG 2549
1A.Title	1164/95	21/03/96	76 WAIG 911
1A.Title	915/96	7/08/96	76 WAIG 3368
Ins.1B	P26/96	23/08/96	76WAIG 4658
1A	940/97	14/11/97	77 WAIG 3177
Ins.1B	940/97	14/11/97	77 WAIG 3177
37.Title	2053(2)/97	22/11/97	77 WAIG 3171

Insert.44	P62/94	13/03/98	78 WAIG 1603
1A.Title	757/98	12/06/98	78 WAIG 2579
1B (Award Modernisation) Title	1241/98	27/07/98	78 WAIG 3479
Del.1A	609/99	06/07/99	79 WAIG 1847
Del . 42. Job SkillsT rainees	P19/02	17/07/02	82 WAIG 2150
Ins. 42. Traineeships	P19/02	17/0//02	82 WAIG 2150
InsSchI	P34/02	16/10/02	82 WAIG 2909

3.Scope

Cl.	P34/02	16/10/02	82 WAIG 2909
(2)	P4/04	10/05/04	85 WAIG 870

4.Area

5.Term

6.Definitions

Ins(7)	P4/04	10/05/04	85 WAIG 870
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7.MembershipofUnion

8.ContractofService

(4)(a)	P 15/90(R2)	09/05/90	70 WAIG 1747
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9.Salaries

Cl.	832/86	01/07/86	
Ins.(3)	513/88	23/09/88	68 WAIG 2771
Cl.	P54/89(R)	10/10/89	69 WAIG 3290
Cl.Corr.	P54/89(R)	22/01/90	70 WAIG 588
Provisions - (2)(k),(2)(l), &(2)(m)	P 15/90(R2)	09/05/90	70 WAIG 1747
(2)(k), (2)(l), (2)(m)			
Renum. (2)(n) as(l)	P29/93	01/01/93	73 WAIG 1277

10.PaymentofSalarie s

Ins.(4)&(5)	1005/87	19/02/88	68 WAIG 808
Ins. (4) & (5) Corr.	1005/87	19/02/88	68 WAIG 1816

11.HigherDuties

(7),(8)	733/81	21/08/81	
Ins.(9)	1005/87	19/02/88	68 WAIG 808
Ins.(9)Corr.	1005/87	19/02/88	68 WAIG 1816

12.X -RayStaff

13.Hours

Cl.	P54/89(R)	10/10/89	69 WAIG 3290
Cl.Corr.	P54/89(R)	22/01/90	70 WAIG 588
Cl.	P 15/90(R2)	09/05/90	70 WAIG 1747

14.Overtime

(10)(a)(iii),(iv), ins.(v), (vi),(vii)	445/80	17/10/80	
(13),ins.(14)	593/80	03/11/80	
(13)(c)	523/81	04/09/81	
(10)(a)(ii)	946/81	25/06/82	
(9),del.(10)(b)	976/82	03/05/83	
Ins.(15)	1306/89	13/05/91	71 WAIG 1838

(13)	P29/93	01/01/93	73 WAIG 1277
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(EditNote:Subclause(5)incorrectlyreferstoScheduleA.)

15.MealMoney

Cl.	693-5/80	18/07/80	
Cl.	792/83	10/01/84	
Cl.	727/85	16/08/85	
Amounts	P45/88	04/07/88	
Rates	P56/97	01/07/97	78 WAIG 1046
Cl.	P55/00	10/10/00	80 WAIG 5160
Cl.	P25/02	01/07/02	82 WAIG 2914
Cl.	P1/04	06/04/04	84 WAIG 786
Cl.	P36/04	10/01/05	85 WAIG 682
Cl.	P31/05	7/12/05	UnreportedP31

16.HolidaysandAnnualLeave

(1)	383/79	15/07/80	
(8)	792/80	22/04/81	
(7)(a)	347/81	28/05/82	
(1),Ins.(13)	1005/87	19/02/88	68 WAIG 808

(1), Ins. (13) Corr.	1005/87	19/02/88	68 WAIG 1816
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(EDITNOTE:TypographicalError'subclau'(13)(e))

Ins.(14)	P 15/90(R2)	09/05/90	70 WAIG 1747
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17.ShortLeave

18.SickLeave

(EDITNOTE:TypographicalError'compensable'preamble(11))

18A.Maternit yLeave

Cl.	383/81	25/08/83	
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19.LongServiceLeave

Text -(8)(a)	535/84	01/01/84	
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(7)	1005/87	19/02/88	68 WAIG 808
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(7)Corr.	1005/87	19/02/88	68 WAIG 1816
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Ins. (3)(c) &
(d),(5),

Del.(8)(b)&(e)
&renum.

(8)(c), (d) as
(8)(b),(c)

(12)(d)	P54/89(R)	10/10/89	69 WAIG 3290
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Ins. (3)(c) &
(d),(5),

Del.(8)(b)&(e)
&renum.

(8)(c), (d) as
(8)(b),(c)

(12)(d)Corr. P54/89(R) 22/01/90 70 WAIG
588

20.MotorVehicleAllowances

(6)	518/79	01/08/79
(6)	239/80	01/03/80
(6)	586/80	01/07/80
(6)	218/81	01/03/81
(6)	56/82	01/11/81
(6)	863/82	01/09/82
(6)	348/83	01/05/83
(6)	607/83	01/10/83
Ins.(8)	154/84	01/01/84
Cl.	375/85	02/09/85
Cl.	8/87	01/12/87
(7),(8),(9)	PSA 2273/87	01/07/87

(EDITNOTE:TypographicalError'caulcated'(1)(b)(iv))

(7), (8), P56/97 01/07/97 78 WAIG
(9);(11) 1046

(4)	P55/00	10/10/00	80 WAIG 5160
(4), (7), (8) & (9)	P1/04	06/04/04	84 WAIG 786

21.Travelling

Text(9)	46/83	31/03/83	
Preamble (11); (11)(iii);	P56/97	01/07/97	78 WAIG 1046

22.Transfers

Cl.	40/81	17/09/81	
Text (4), ins. (6)	46/83	31/03/83	
Headings(4)	P56/97	01/07/97	78 WAIG 1046

23.TravellingTime

24.RelievingorSpecialDuty

Text (3)(i),(ii), ins(5)			
renum. (5)-(9) as(6)-(10);			
del proviso - (10)	46/83	31/03/83	
Cl.	P71/89	01/09/89	71 WAIG 756

24A. Travelling, Transfers and Relieving Duty - Rates of Allowance

Cl.		174/80	02/05/80	
Cl.		594/80	01/07/80	
Cl.		156/81	10/04/81	
Cl.		623/81	01/07/81	
Cl.		207/82	01/01/82	
Cl.		713/82	01/07/82	
Cl.		235/83	01/01/83	
Cl.		479/83	01/07/83	
Cl.:	text	154/84	01/01/84	
Allowances	-	P15/89	01/03/89	69 WAIG 2049
14/82				
Allowances	-	P71/89	01/09/89	70 WAIG 756
14/82				
Cl.		P56/97	01/07/97	78 WAIG 1046
Cl.		P3/99	01/01/99	79 WAIG 3023
Cl.		P55/00	16/05/00	80 WAIG 5160
Cl.		P55/00	01/07/00	80 WAIG 5160
Cl.		P18/02	17/7/02	82 WAIG 2148
(Cl.		P1/04	06/04/04	84 WAIG 786

Cl.	P4/05	01/03/05	85 WAIG 870
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25.Re movalAllowance

(1),(6)	852/80	01/10/80	
Cl.	40/81	17/09/81	
Ins (8), renum. (8)-(9)			
as(9) -(10);	46/83	31/03/83	
(7)	154/84	01/01/84	
(6)	1120/84	23/01/85	
Cl.	P 15/90(R2)	09/05/90	70 WAIG 1747
(1)(b)(ii); (1)(b)(iii)	P56/97	01/07/97	78 WAIG 1046
(1)(b)(iii);(11).	P55/00	01/07/00	80 WAIG 5160
Cl.	P25/02	01/07/02	82 WAIG 2914
(1)(b)&(6)	P7/04	28/04/04	84 WAIG 1086
(1)(b)&(6)	P36/04	10/01/05	85 WAIG 682
(1)(b)(iv)	P31/05	7/12/5	UnreportedP31

26.DirtyWork

(27.AllowanceforReceivingandPayingCash)

Cl.	693-5/80	18/07/80	
Text	66/84	26/01/84	
Cl.	450/85	19/04/85	
Del.Cl.	1005/87	19/02/88	68 WAIG 808
Del.Cl.Corr.	1005/87	19/02/88	68 WAIG 1816

(28.AllowanceforPayingWages)

Cl.	851/80	01/10/80	
Text	66/84	26/01/84	
Renum.as27.	1005/87	19/02/88	68 WAIG 808
Renum. as 27. Corr.	1005/87	19/02/88	68 WAIG 1816

(27.AllowanceforPayingWages)

Cl.&title	P 15/90(R2)	09/05/90	70 WAIG 1747
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27.DisputeSettlementProcedure

(29.ShiftWork)

(1)(a)	503/80	18/07/80	
(1)(a)	124/81	16/01/81	
(1)(a)	386/81	08/05/81	
(1)(a)	307/82	18/12/81	

(1)(a)	875/82	26/01/84		
(1)(a)	417/84	06/04/84		
(1)(a)	450/85	19/04/85		
Ins.(3)	370/85	09/08/85		
(1)(a)	1102/85	15/11/85		
Renum. as 28., Del.(3)	1005/87	19/02/88	68 808	WAIG
Renum. as 28., Del.(3)	Corr. 1005/87	19/02/88	68 1816	WAIG

28.ShiftWork

(30.ProtectiveClothingandUniforms)

Renum.as29.	1005/87	19/02/88	68 808	WAIG
Renum. as 29. Corr.	1005/87	19/02/88	68 816	WAIG

29.ProtectiveClothingandUniforms

(31.DistrictAllowance)

(9)(a)	174/80	02/05/80		
(9)(a)	124/81	16/01/81		
Del.(12)	437/81	22/07/81		
(9)(a)	207/82	01/01/82		
(9)(a)	98/84	24/12/83		
(9)(a),ins.(12)	154/84	01/01/84		

Renum.as30.	1005/87	19/02/88	68 WAIG 808
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Renum. as 30. Corr.	1005/87	19/02/88	68 WAIG 1816
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30.DistrictAllowance

Cl.	P54/89(R)	10/10/89	69 WAIG 3290
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Cl.Corr.	P54/89(R)	22/01/90	70 WAIG 588
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(6)&(7)	P56/97	01/07/97	78 WAIG 1046
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(7)	P14/00	01/01/00	80 WAIG 4819
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(7)	P25/02	01/07/02	82 WAIG 2914
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(7)	P5/04	28/04/04	84 WAIG 1085
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(7)	P25/04	12/11/04	85 WAIG 537
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(7)	P17/05	01/07/05	UnreportedP17
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(32.ChildAllowance)

Renum.as31.	1005/87	19/02/88	68 WAIG 808
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Renum. as 31. Corr.	1005/87	19/02/88	68 WAIG 1816
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31.ChildAllowance

(33.ChannelofCommunication)

Renum.as32.	1005/87	19/02/88	68 WAIG 808
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Renum. as 32. Corr.	1005/87	19/02/88	68 WAIG 1816
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32.ChannelofCommunication

(34.Boardof Reference)

Renum.as33.	1005/87	19/02/88	68 WAIG 808
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Renum. as 33. Corr.	1005/87	19/02/88	68 WAIG 1816
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33.BoardofReference

(EDITNOTE:ReferencetoActrequiresupdating.)

(35.Part -TimeWorkers)

Renum. (1) as
(1)(a),

ins(b)	124/83	21/11/85
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Renum.as34.	1005/87	19/02/88	68 WAIG 808
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Renum. as 34. Corr.	1005/87	19/02/88	68 WAIG 1816
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34.Part -TimeWorkers

Del.(1)(b)	1005/87	19/02/88	68 WAIG 808
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Del. (1)(b) Corr.	1005/87	19/02/88	68 WAIG 1816
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Ins.(7)	P 15/90(R2)	09/05/90	70 WAIG 1747
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(36.Property Allowance)

Cl.	40/81	17/09/81	
Cl.	563/81	28/04/81	
Renum.as35.	1005/87	19/02/88	68 WAIG 808
Renum. as 35. Corr.	1005/87	19/02/88	68 WAIG 1816

35.Property Allowance

(37.Casual Workers)

Cl.	441/79	24/04/81	
Renum.as36.	1005/87	19/02/88	68 WAIG 808
Renum. as 36. Corr.	1005/87	19/02/88	68 WAIG 1816

36.Casual Workers

(38.Junior Employees -Special Orders)

Ins.Cl.	69/85	04/07/85	
Del.Cl.	1333/87	16/12/87	

(38.Deduction of Union Subscriptions)

Ins.Cl.	1096/85	29/01/86	
Renum.as37.	1005/87	19/02/88	68 WAIG 808

Renum. as 37. Corr.	1005/87	19/02/88	68 WAIG 1816
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(37.DeductionofUnionSubscriptions)

Cl&Title	2053(2)/97	22/11/97	77 WAIG 3171
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37.Deleted

(39.LeavetoAttendUnionBusiness)

Ins.Cl.	1096/85	29/01/86	
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Renum.as38.	1005/87	19/02/88	68 WAIG 808
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Renum. as 38. Corr.	1005/87	19/02/88	68 WAIG 1816
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38.LeavetoAttendUnionBusiness

(40.TradeUnionTrainingLeave)

Ins.Cl.	1096/85	29/01/86	
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Renum.as39.	1005/87	19/02/88	68 WAIG 808
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Renum. as 39. Corr.	1005/87	19/02/88	68 WAIG 1816
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39.TradeUnionTrainingLeave

(41.IntroductionofChange)

Ins.41	983/86	09/02/87	
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Renum.as40.	1005/87	19/02/88	68 WAIG 808
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Renum. as 40. Corr.	1005/87	19/02/88	68 WAIG 1816
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40.IntroductionofChange

41.SkillsAcquisition

Ins.Cl.	P55/90	12/10/90	70 WAIG 4326
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(42.JobSkillsTrainees)

Ins.Cl.	P29/93	03/02/93	73 WAIG 1796
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(2)(c)	1435/93	01/10/93	74 WAIG 1279
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Del.Cl.	P19/02	17/07/02	82 WAIG 2150
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42.Traineeships

Ins.Cl.	P19/02	17/07/02	82 WAIG 2150
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43.FlexibilityAgreements

Ins.Cl.	P54/95	23/08/95	75 WAIG 2549
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44.SalaryPackaging

	P62/94	13/03/98	78 WAIG 1603
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(Schedule A -Salaries -ClericalAndAdministrativeDivisions)

Sch.	651/79	01/10/79
Sch.	39/80	18/12/79
(4)(a)-(h)	173/80	18/12/79
(4)(a)-(h)	174/80	02/05/80
(2)(a)	595/80	04/01/80
(4)(a)-(h)	693-5/80	18/07/80
Sch.	651/78	16/01/81
(4)(a)-(h)	536/81	08/05/81
Sch.	687/81	18/12/81
Sch.	491/82	16/07/82
Sch.	1161/82	26/01/84
7. & title, 8. & title,		
ins.9.	838/82	26/01/84
6.(1)(a)-(h)	1065/82	26/01/84
1.(5), 6.(1)(a) - (h)	417/84	06/04/84
Text - 6.(1), ins.(2)	837/82	17/07/84
6.(2)	498/85	06/04/85
1.(2)(b), 7.(1)(a)-(h)	450/85	19/04/85
1.(5), 6.(1)(a) - (h),(2)	1102/85	15/11/85
Sch.	832/86	01/07/86

1.(1),(2), 2.(1), 3.(1),			
4.(1),(2),5.(1)	1195/86	10/03/87	
Sch.	1005/87	19/02/88	68 WAIG 808
Sch.Corr.	1005/87	19/02/88	68 WAIG 1816
Sch.	513/88	23/09/88	68 WAIG 2771
Amount -6.(2)	P75/88	28/11/88	69 WAIG 545
Sch.&title	P54/89(R)	10/10/89	69 WAIG 3290

Schedule A -Minimum Salaries

Sch. & title Corr.	P54/89(R)	22/01/90	70 WAIG 588
Sch.	P 15/90(R2)	09/05/90	70 WAIG 1747
s/cl.(2)&(3)			
Del. Level A class.&rates	P48/90	12/10/90	70 WAIG 4326

(EDITNOTE:TypographicalError'Univeristy'4.(1)(b))

Sch.	P88/90	28/01/93	73 WAIG 741
(3)(a)	P29/93	01/01/93	73 WAIG 1277
Schedule	P23/95	03/02/95	75 WAIG 707
Schedule	P54/95	23/08/95	75 WAIG 2549

(3)(a)	P61A/95	01/03/96	76 WAIG 1141
Schedule	P26/96	23/08/96	76 WAIG 4658
Rates & Ins. Text	940/97	14/11/97	77 WAIG 3177
Sch.	1241/98	27/07/98	78 WAIG 3479
(3) (a) ins. calling	P61B/95	23/10/99	78 WAIG 4393
(2), (3)(a) Rates, (5)(c) inserttext	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
Sch.	797/02	01/08/02	82 WAIG 1369
(2)(b)	P20/02	13/08/02	82 WAIG 2457
(2)	P37/02	29/08/02	82 WAIG 2666
Ins. (5), renumber(5)as (6)	P39/97	20/12/02	83 WAIG 23(46)
Ins. (5), renumber(5)as (6)Corr.	P39/97	20/12/02	83 WAIG 3215
Cl.	569/03	5/06/03	83 WAIG 1899 & 2329
(5)	P39/97B	1/09/01	Unreported p39

Cl.	576/05	07/07/05	Unreported
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(ScheduleB -Salaries -GeneralDivision)

Sch.	39/80	18/12/79
5.,7.	262/80	04/08/80
2.(1)	478/80	29/01/81
Sch.	815/81	18/12/81
Sch.	491/82	16/07/82

(ScheduleB -Salaries -GeneralDivision)cont.

Sch.	1161/82	26/01/84	
Sch.	832/86	01/07/86	
1.(1),(5),(7)	1195/86	10/03/87	
Sch.	1005/87	19/02/88	68 WAIG 808
Sch.Corr.	1005/87	19/02/88	68 WAIG 1816
Sch.	513/88	23/09/88	68 WAIG 2771
Sch.&title	P54/89(R)	10/10/89	69 WAIG 3290

ScheduleB -Classification toSalaries -ConversionTable

Sch. & title Corr.	P54/89(R)	22/01/90	70 WAIG 588
Del. Level A rates -(A1 -A9)			

ins.(L9 -L12)	P48/90	12/10/90	70 WAIG 4326
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(Schedule C -Salaries -ProfessionalDivision)

TableC8	478/79	16/01/80	
Sch.	39/80	18/12/79	
TableC3	191/78	04/11/81	
Sch.	54/82	18/12/81	
TableC12	814/81	26/10/82	
Sch.	491/82	16/07/82	
Sch.	1161/82	26/01/84	
Sch.	832/86	01/07/86	
TableC2	925/82	30/09/86	
Sch.	1005/87	19/02/88	68 WAIG 808
Sch.Corr.	1005/87	19/02/88	68 WAIG 1816
Sch.	513/88	23/09/88	68 WAIG 2771
Del.Sch.	P54/89(R)	10/10/89	69 WAIG 3290
Del.Sch.Corr.	P54/89(R)	22/01/90	70 WAIG 588

(Schedule D -ClassificationandGradingofWorkersinClericalDivision)

Sch.&Title	4/81	23/12/80	
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Schedule D - Classification and Grading of Workers in Clerical and Administrative Divisions

Schedule E -Classificationand Gradingof Workersin GeneralDivision

Sch.	4/81	23/12/80
Text	478/80	29/01/81

Schedule F -Classificationand Gradingof Workersin ProfessionalDivision

Ins. Class. - underRPH	478/79	16/01/80
Sch.	4/81	23/12/80
Sch.	191/78	04/11/81
TextRPH.	54/82	18/12/81
Text	697/82	26/10/82

Schedule G -Listof Respondents

Sch.	P29/93	01/01/93	73 W AIG 1277
Sch	P4/04	10/05/04	Unreported P4/04

Schedule H -ExtendedAreaof Operation

Schedule I -Callings

NewSch	P34/02	16/10/02	82 WAIG 2909
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