

OPERATIONAL INSTRUCTION

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Number: OP 1144/98
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Supersedes:

Subject: **ENGINEERING TRADES (GOVERNMENT) AWARD - VARIATION OF WORK RELATED ALLOWANCES. COST VARIATION No. 49-989-04**

Please find attached a copy of the order varying allowances within the Engineering Trades (Government) Award 1967, in accordance with the state wage case decision of the Western Australian Industrial Relations Commission on 12 June 1998.

The new rates are effective from the first pay period commencing on or after 17 September 1998.

The variation in rates is to be costed and advice forwarded to your Health Service* General Manager or Director as appropriate, to accompany your management report for the month of November. If no costs are incurred as a result of the variation a "nil" return must be forwarded.

* Health Service includes State-wide Health Service, Graylands etc.

If there are any queries on this matter, please contact the Industrial Relations Section on (08) 9222 2125.

John Kirwan
GENERAL MANAGER
HEALTH WORKFORCE REFORM DIVISION

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

INDUSTRIAL RELATIONS ACT, 1979

Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Workers Union of Australia,
Engineering and Electrical Division, WA Branch

and

Hon Minister for Works and Others

(No. 1413 of 1998)

J-5-16/001#7
C 11197
R. W. DSA7

"Engineering Trades (Government) Award, 1967 Award Nos.
29, 30 and 31 of 1961 and 3 of 1962

CHIEF COMMISSIONER W.S. COLEMAN

9 October 1998

ORDER

HAVING heard Mr W. Game on behalf of the Applicant and Ms T. Babaeff on behalf of the Respondent and by consent, the Commission, pursuant to the powers conferred on it under the Industrial Relations Act, 1979, hereby orders:

THAT the "Engineering Trades (Government) Award, 1967 Award Nos. 29, 30 and 31 of 1961 and 3 of 1962 be varied in accordance with the following Schedule and that such variation shall have effect from the beginning of the first pay period commencing on or after the 17th day of September 1998.

(Sgd.) W.S. COLEMAN

CHIEF COMMISSIONER

NO LONGER APPLICABLE

SCHEDULE**1. Clause 15. – Shift Work: Delete paragraph (c) of subclause (5) and insert in lieu thereof the following:**

- (c) Monday to Friday shift penalties shall apply to employees rostered to work on the rostered day off as prescribed in Clause 13. - Hours of Duty.

2. Clause 17. – Special Rates and Provisions:**A. Delete subclauses (1)-(5) and insert in lieu thereof the following:****(1) Height Money -**

An employee shall be paid an allowance of \$1.69 for each day work is carried out at a height of 15.5 metres or more above the nearest horizontal plane, but this provision does not apply to linespersons nor to riggers and splicers on ships or buildings.

(2) Dirt Money -

Dirt Money of 36 cents per hour shall be paid as follows:

- (a) To employees employed on hot or dirty locomotives, or stripping locomotives, boilers, steam, petrol, diesel or electric cranes, or when repairing Babcock and Wilcox or other stationary boilers on site (except repairs on bench to steam and water mounting), or when repairing the conveyor gear in conduit of power houses and when repairing or overhauling electric or steam pile-driving machines and boring plants.

(b) Bitumen Sprayers - Large Units:

- (i) To employees whilst engaged on work appertaining to the spraying of bitumen but exclusive of the standard chassis engine from the front end of the main tank to the back end of the plant. Provided that work on the compressor and its engine shall not be subject to dirt money.
- (ii) To motor mechanics in the motor section for all work performed on the standard chassis from and including the sump to the rear end of the chassis, but excluding the engine and parts forward thereto unless the work is of a specially dirty nature, where clothes are necessarily unduly soiled or injured by the nature of the work done. Provided that to employees engaged as above on sprays of the Bristow type, dirt money of 39 cents per hour shall be paid.

(c) Bitumen Sprayers - Small Units:

- (i) To employees for work done on main tank, its fittings, pump and spray arms.
- (ii) To motor mechanics on work from and including the sump to the rear end of the chassis, but excluding the engine and parts forward thereto unless the work is of a specially dirty nature where clothes are necessarily unduly soiled or injured by the nature of the work done.

(d) To employees on all other dirty tar sprays and kettles.

- (e) Diesel Engines - Work on engines or on gear box attached to engines but excluding work on rollers (wheels) on which a diesel powered roller travels.

- (f) Dirt Money shall only be paid during the stages of dismantling and cleaning and shall not cover employees who receive portions of the work after cleaning has taken place.
- (g) Notwithstanding anything contained in the foregoing provisions, dirt money shall not be paid unless the work is of an exceptionally dirty nature where clothes are necessarily unduly soiled or injured by the nature of the work done.

(3) Confined Space -

42 cents per hour extra shall be paid to any employee working in any place the dimensions of which necessitate the employee working in an unusually stooped or otherwise cramped position, or where confinement within a limited space is productive of unusual discomfort.

- (4) Any employee actually working a pneumatic tool of the percussion type shall be paid 20 cents per hour extra whilst so engaged.

(5) Hot Work -

An employee shall be paid an allowance of 36 cents per hour while working in the shade in any place where the temperature is raised by artificial means to between 46.1 and 54.4 degrees Celsius.

B. Delete subclauses (8)-(16) and insert in lieu thereof the following:

- (8) Any employee working in water over his/her boots or, if gumboots are supplied, over the gumboots, shall be paid an allowance of 93 cents per day.

- (9) Employees using Anderson-Kerrick steam cleaning units or units of a similar type on cranes or other machinery shall be paid an allowance of 36 cents per hour.

(10) Well Work -

An employee required to enter a well nine metres or more in depth for the purpose in the first instance of examining the pump, or any other work connected therewith, shall receive an amount of \$1.99 for such examination and 76 cents per hour extra thereafter for fixing, renewing or repairing such work.

(11) Ship Repair Work -

Any employee engaged in repair work on board ships shall be paid an additional \$3.66 per day for each day on which so engaged.

- (12) An employee shall, whilst working in double bottom tanks on board vessels, be paid an allowance of \$1.43 per hour.

- (13) An employee shall, whilst using explosive powered tools, be paid an allowance of 11 cents per hour, with a minimum payment of 82 cents per day.

(14) Abattoirs -

An employee employed in and about an abattoir shall be paid an allowance calculated at the rate of \$11.73 per week. The allowance shall be paid during overtime but shall not be subject to penalty additions. An employee receiving this allowance is not entitled to any other allowance under this clause. The allowance prescribed herein may be reduced to \$10.76 with respect to any employee who is supplied with overalls by the employer.

(15) Employees engaged on iron ore and manganese ore loading equipment at the Geraldton Harbour shall be paid an allowance of 37 cents per hour, with a minimum payment for four hours.

(16) Morgues -

An employee required to work in a morgue shall be paid 37 cents per hour or part thereof in addition to the rates prescribed in this clause.

C. Delete subclause (19) and insert in lieu thereof the following:

(19) An employee required to repair or maintain incinerators shall be paid \$2.12 per unit.

D. Delete subclauses (21)-(24) and insert in lieu thereof the following:

- (21) (a) Subject to the provisions of this clause, an employee whilst employed on foundry work shall be paid a disability allowance of 25 cents for each hour worked to compensate for all disagreeable features associated with foundry work including heat, fumes, atmospheric conditions, sparks, dampness, confined space and noise.
- (b) The foundry allowance herein prescribed shall also apply to apprentices and unapprenticed juniors employed in foundries. Provided that where an apprentice is, for a period of half a day or longer, away from the foundry for the purpose of receiving tuition, the amount of foundry allowance paid to him shall be decreased proportionately.
- (c) The foundry allowance herein prescribed shall be in lieu of any payment otherwise due under this clause and does not in any way limit an employer's obligations to comply with all relevant requirements of Acts and Regulations relative to conditions in foundries.
- (d) For the purpose of this subclause foundry work shall mean:
- (i) Any operation in the production of castings by casting metal in moulds made of sand, loam, metal moulding composition or other material or mixture of materials, or by shell moulding, centrifugal casting or continuous casting; and
 - (ii) Where carried on as an incidental process in connection with and in the course of production to which paragraph (i) of this definition applies, the preparation of moulds and cores (but not in the making of patterns and dies in a separate room), knock-out processes and dressing operations, but shall not include any operation performed in connection with:
 - (aa) non-ferrous die casting (including gravity and pressure);
 - (bb) casting of billets and/or ingots in metal mould;
 - (cc) continuous casting of metal into billets;
 - (dd) melting of metal for use in printing; and
 - (ee) refining of metal.
- (22) An electronics tradesperson, an electrician - special class, an electrical fitter and/or an armature winder or an electrical installer who holds in the course of employment may be required to use a current "A" grade or "B" grade licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act, 1948 shall be paid an allowance of \$14.20 per week.

- (23) Where an employee is engaged in a process involving asbestos and is required to wear protective equipment, ie. respiratory protection in the form of a high efficiency class H particulate respirator and/or special clothing, a disability allowance of 45 cents per hour shall be paid for each hour or part thereof that such employee is so engaged.
- (24) Towing Allowance: A Level 1, 2 or 3 Tradesperson who drives a tow truck towing an articulated bus in traffic shall be paid an allowance of \$3.23 per shift when such duties are performed. This allowance shall be payable irrespective of the time such work is performed and is not subject to any premium of penalty additions.

E. Delete subclauses (26)-(29) and insert in lieu thereof the following:

(26) First Aid Allowance: An employee, holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the employer to perform first aid duties, shall be paid \$6.89 per week in addition to his/her ordinary rate.

(27) Polychlorinated Biphenyls:

Employees required to remove or handle equipment or fittings containing polychlorinated biphenyls (PCBs) for which protective clothing must be worn shall, in addition to the rates and provisions contained in this Clause, be paid an allowance of \$1.43 per hour whilst so engaged.

(28) Nominee Allowance

A licensed electrical fitter or installer who acts as nominee for the employer shall be paid an allowance of \$12.37 per week.

(29) Hospital Environment Allowance:

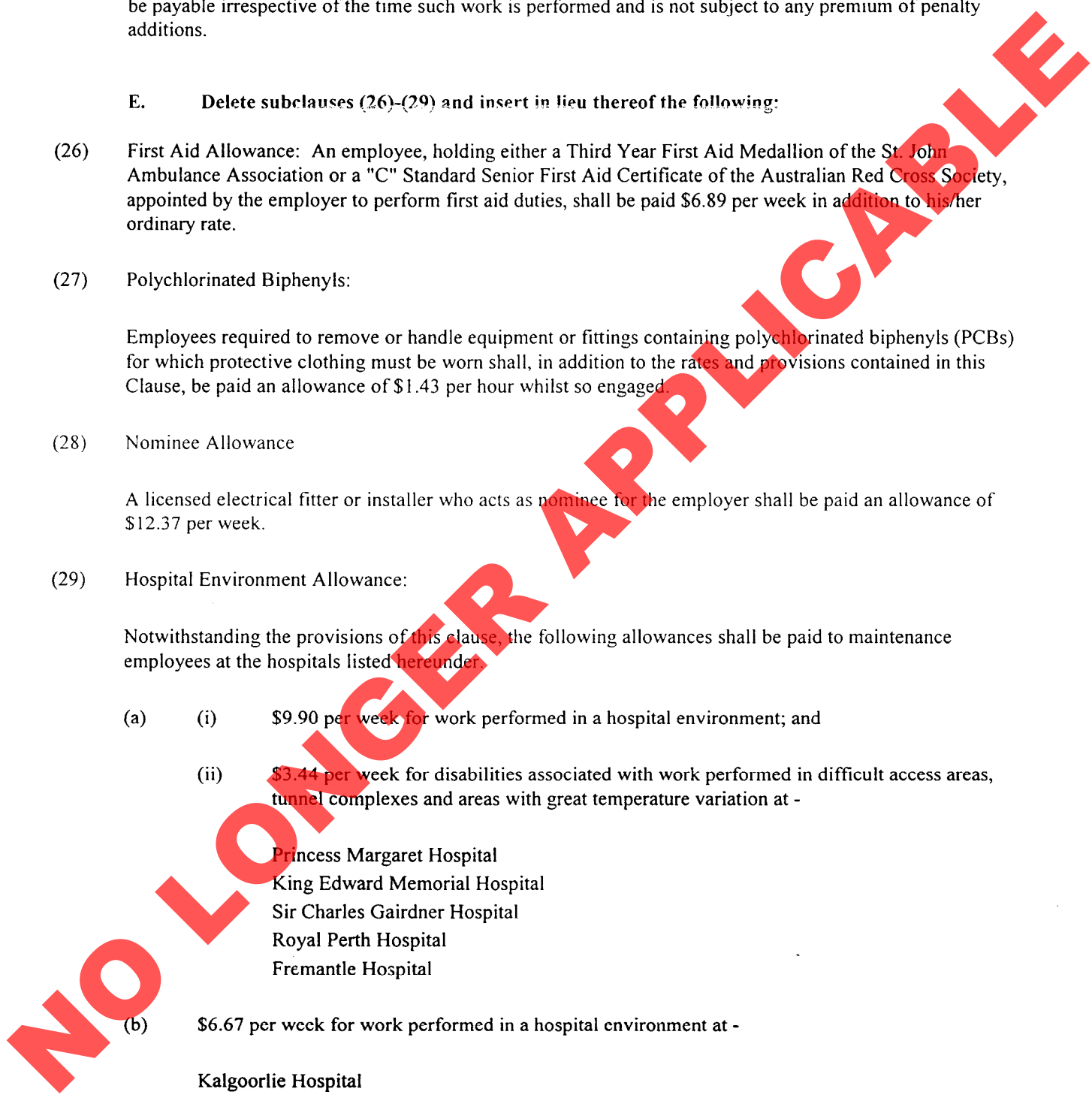
Notwithstanding the provisions of this clause, the following allowances shall be paid to maintenance employees at the hospitals listed hereunder.

- (a) (i) \$9.90 per week for work performed in a hospital environment; and
- (ii) \$3.44 per week for disabilities associated with work performed in difficult access areas, tunnel complexes and areas with great temperature variation at -

- Princess Margaret Hospital
- King Edward Memorial Hospital
- Sir Charles Gairdner Hospital
- Royal Perth Hospital
- Fremantle Hospital

(b) \$6.67 per week for work performed in a hospital environment at -

- Kalgoorlie Hospital
- Osborne Park Hospital
- Albany Hospital
- Bunbury Hospital
- Geraldton Hospital
- Mt. Henry Hospital
- Northam Hospital



Swan Districts Hospital
Perth Dental Hospital

- (c) \$4.73 per week for work performed in a hospital environment at -

Bentley Hospital
Derby Hospital
Narrogin Hospital
Port Hedland Hospital
Rockingham Hospital
Sunset Hospital
Armadale Hospital
Broome Hospital
Busselton Hospital
Carnarvon Hospital
Collie Hospital
Esperance Hospital
Katanning Hospital
Merredin Hospital
Murray Hospital
Warren Hospital
Wyndham Hospital

3. First Schedule – Wages:

- A. Delete subclause (5) and insert in lieu thereof the following:

- (5) (a) In addition to the rates contained in subclauses (2) and (3) hereof, employees designated in classifications C14 to C7 inclusive shall receive an all purpose industry allowance of \$11.10.
- (b) This allowance will be paid in two instalments, as follows:
- (i) \$5.60 of the allowance shall be paid after the first 12 months of Government service; and
- (ii) the remaining \$5.50 - totalling \$11.10 - shall be paid on completion of 24 months of Government service.
- (c) The industry allowance shall be adjusted in accordance with any movements to the wage prescribed in subclause (2) hereof, as follows:
- (i) the increase shall apply to the 'plus 24 months of service' rate;
- (ii) the increase is to be rounded to the nearest ten cents;
- (iii) the rate is to be divided by two to calculate instalments in accordance with subparagraphs (i) and (ii) of paragraph (b) hereof, provided that the instalment rates are not expressed in less than ten cent amounts; and
- (iv) in the event of such an equal division of the industry allowance not resulting in the rates being expressed in not less than ten cent amounts, as provided in sub-paragraph (iii) hereof, the division shall be unequal and weighted to the 12 months' service instalment.

B. Delete subclause (8) and insert in lieu thereof the following:

(8) (a) Leading Hands

A tradesperson placed in charge of three or more other employees shall, in addition to the ordinary rate, be paid per week -

	\$
If placed in charge of not less than three and not more than ten other employees	17.90
If placed in charge of more than ten and not more than 20 other employees	27.30
If placed in charge of more than 20 other employees	35.20

(b) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten other employees.

(c) A Certificated Rigger or Scaffolder on ships and buildings, other than a Leading Hand, who, in compliance with the provisions of the Occupational Health, Safety and Welfare Act and Regulations 1988, is responsible for the supervision of not less than three other employees, shall be deemed to be a Leading Hand and be paid at the rate prescribed for a Leading Hand in charge of not less than three and not more than ten other employees.

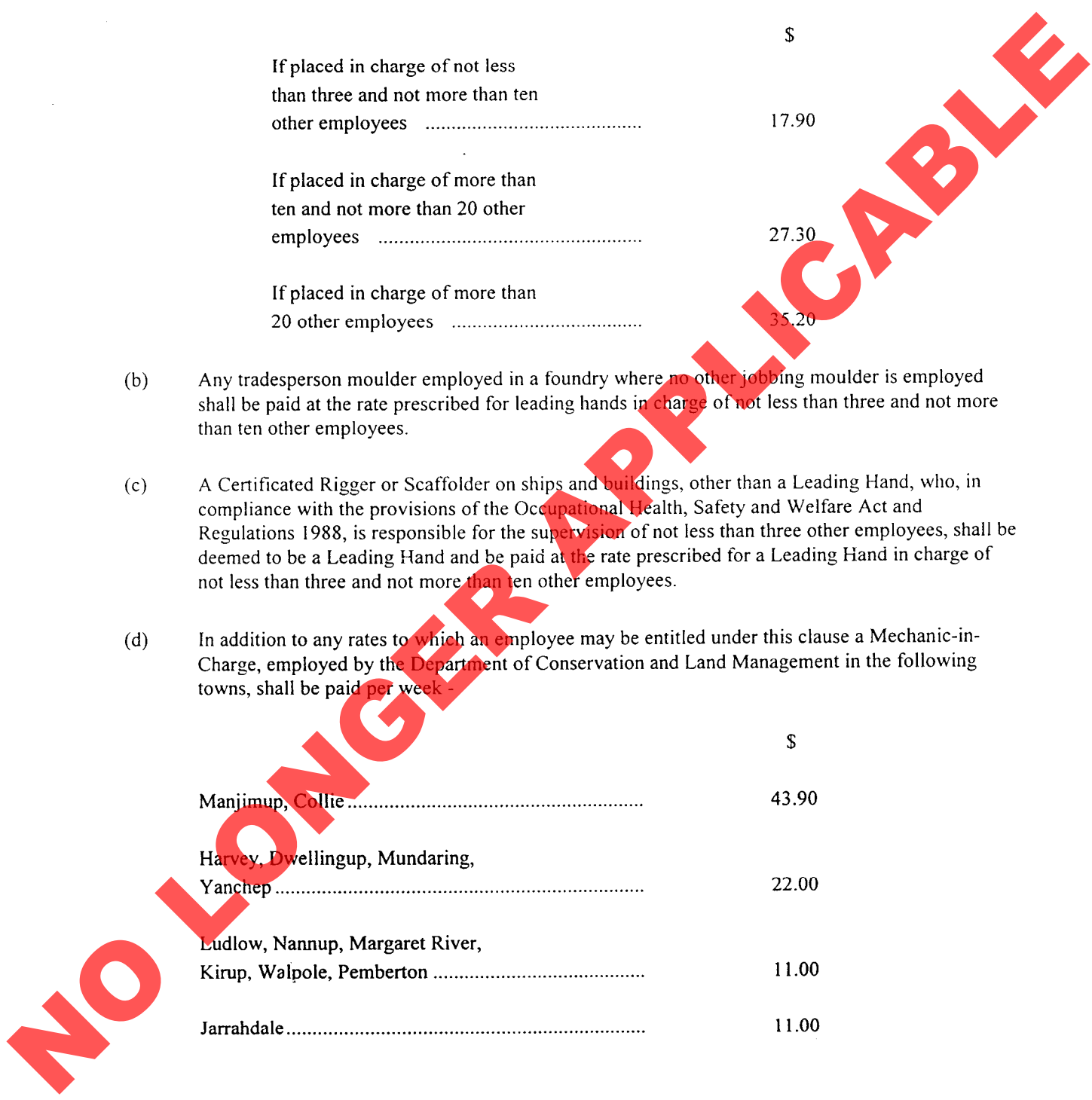
(d) In addition to any rates to which an employee may be entitled under this clause a Mechanic-in-Charge, employed by the Department of Conservation and Land Management in the following towns, shall be paid per week -

	\$
Manjimup, Collie	43.90
Harvey, Dwellingup, Mundaring, Yanchep	22.00
Ludlow, Nannup, Margaret River, Kirup, Walpole, Pemberton	11.00
Jarrahdale	11.00

C. Delete subclause (10) to (12) inclusively and insert in lieu thereof the following:

(10) Construction Allowance

(a) In addition to the appropriate rate of pay prescribed in subclause (1) hereof, an employee shall be paid -



- (i) \$31.60 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project;
- (ii) \$28.40 per week if engaged on a multi-storey building but only until the exterior walls have been erected, the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A "multi-storey building" is a building which, when completed, will consist of at least five stories.
- (iii) \$16.80 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Classification Structure and Definitions of this award.
- (b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Board of Reference.
- (c) Any allowance paid under this subclause includes any allowance otherwise prescribed in Clause 17. - Special Rates and Provisions of this award.
- (11) Tool Allowance
- (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of -
- (i) \$9.90 per week to such tradesperson; or
- (ii) in the case of an apprentice a percentage which appears against the relevant year of apprenticeship in subclause (5) of this Schedule,
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) hereof shall be included in, and form part of, the ordinary weekly wage prescribed in this Schedule.
- (c) An employer shall provide, for the use of tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.
- (12) Drilling Allowance
- A driller using a Herbert two-spindle sensitive machine to drill to a marked circumference shall be paid an additional \$1.60 per hour whilst so engaged.