

**AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

*Workplace Relations Act 1996*

S.170LC certification of multi-business agreement

**Liquor, Hospitality and Miscellaneous Union and Others**

**and**

**Minister for Health and Others**

(AG2004/7329)

**WESTERN AUSTRALIAN GOVERNMENT/LIQUOR, HOSPITALITY  
AND MISCELLANEOUS UNION REDEPLOYMENT, RETRAINING  
AND REDUNDANCY CERTIFIED AGREEMENT 2004**

Health and welfare services

SENIOR DEPUTY PRESIDENT MARSH  
DEPUTY PRESIDENT MC CARTHY  
COMMISSIONER BACON

SYDNEY, 25 OCTOBER 2004

*Certification of multi-business agreement.*

**CERTIFICATION OF AGREEMENT**

In accordance with section 170LC of the Workplace Relations Act 1996, the Commission hereby certifies the attached written agreement between:

- \* the Liquor, Hospitality and Miscellaneous Union (the LHMU);
- \* all employees eligible to be members of the LHMU employed by the employers listed in Schedule B to the agreement except those employees listed in Schedule A to the agreement; and
- \* the employers listed in Schedule B to the agreement.

This agreement shall come into force on 19 October 2004 and shall remain in force until 31 July 2007.

BY THE COMMISSION:

SENIOR DEPUTY PRESIDENT

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## **1. TITLE**

This Agreement shall be known as the Western Australian Government / Liquor, Hospitality and Miscellaneous Union Redeployment, Retraining and Redundancy Certified Agreement 2004.

## **2. ARRANGEMENT**

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Schedule B: Employer Parties

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## **3. OPERATION OF AGREEMENT**

This Agreement shall operate from the date of registration in accordance with the Workplace Relations Act 1996 and has a nominal expiry date of 31 July 2007.

## **4. APPLICATION OF AGREEMENT**

(1) This Agreement applies to and is binding upon:

a) the Union;

b) all employees eligible to be members of the Union employed by the employer parties; and

c) the employer parties listed in Schedule B.

(2) This Agreement shall not apply to employees listed in Schedule A.

## **5. DEFINITIONS**

For the purposes of this Agreement:

- (1) "Agreement" means the Western Australian Government/ Liquor, Hospitality and Miscellaneous Union Redeployment, Retraining and Redundancy Certified Agreement 2004.
- (2) "Commission" means the Australian Industrial Relations Commission.
- (3) "Government" means the Government of Western Australia and does not include the Commonwealth or Local Government.
- (4) "Public Sector" means all State Government departments, trading concerns, instrumentalities, agencies or statutory bodies established by or under a law of this State, including primary produce bodies, regulatory bodies, quasi-judicial bodies, trustees, advisory committees and regional bodies.
- (5) "Redeployment" means redeployment within the Public Sector.
- (6) "Redundancy" means a situation when a job performed by an employee ceases to exist or becomes surplus to requirements.
- (7) "Union" means the Liquor, Hospitality and Miscellaneous Union

## **6. ACCESS TO PUBLIC SECTOR ENTITLEMENTS**

Where redeployment, retraining and redundancy entitlements superior or additional to those provided for in this agreement are offered generally to public sector employees, those superior or additional entitlements shall also be made available to employees covered by this agreement under the same terms.

## **7. REDUNDANCY SITUATIONS**

- (1) Subject to Clause 6 an employee whose job or position is subject to a redundancy situation shall be entitled to be dealt with in accordance with the procedures and entitled to the benefits provided in Clauses 8, 9 and 10.
- (2) Where a redundant employee, while still in the employ of an employer party, has received and accepted, an offer of suitable alternative employment not within the Public Sector, the provisions of Clause 12 shall apply in relation to the employee. For these purposes, "an offer" can only be made by an employer who has taken on, or is going to take on, a function

of Government, the privatisation or contracting out of which has lead, or will lead, to the employee becoming redundant.

(3) Where a redundant employee has not accepted an offer of suitable alternative employment not within the Public Sector, the provision of Clause 8 shall apply in relation to the employee until redeployed or until the employee's employment is terminated in accordance with that clause.

## **8. REDEPLOYMENT AND RETRAINING**

### Suitable Alternative Employment

(1) Subject to this clause and to Clause 7, each employee whose position is redundant shall be transferred to suitable alternative employment either within his/her Department/Authority or with the consent of another Government employer, to that Government employer.

Suitable alternative employment shall be defined as that which provides the employee with a position which:

- a) is for an indefinite period in a permanent position with a Government employer;
- b) has a wage or salary as close as possible to that of the employee's existing position; and
- c) does not require the employee to change his/her place of residence in order to take up the position, and has regard to:
  - i) the relevance of the duties and responsibilities, to the qualifications and experience of the employee and the competence of the employee; and
  - ii) the ordinary hours of duty being in general no less than those worked by the employee in his/her original position.

### Alternative employment or training

(2) a) The suitability of alternative employment or training shall be determined by the Public

Sector Management Division of the Department of Premier and Cabinet after consultation with the employer, employee and Union concerned in accordance with subclause (1) of this clause and having regard for the particular circumstances of each employee.

Any dispute between the parties over whether a position falls within the definition of suitable alternative employment as prescribed by subclause

(1) of this Clause, subject to subclause 8(2)(c) may be referred to the Commission by any party to the dispute.

b) Where suitable alternative employment is unable to be identified for an employee, the employee may elect within three months from the date the position becomes redundant to transfer to a position outside that defined as suitable or leave the services of the employer.

An employee who elects:

i) to leave the service of an employer shall be paid the severance and other payments prescribed by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement; or

ii) to transfer to a position under the terms of this clause shall be entitled to the provisions of Clause 9 - Income Maintenance of this Agreement.

c) Where suitable alternative employment is unable to be identified for an employee whose position is redundant, and the employee is unwilling to undergo training or retraining or to accept a position outside that defined as suitable, or to accept an offer of suitable alternative employment not within the Public Sector for the purposes of subclause 7(2), the employer may initiate appropriate disciplinary proceedings against the employee. For the purposes of this Agreement and of such disciplinary proceedings, the unwillingness of the employee to accept training, retraining, position or employment respectively, if established, may be deemed to be an employment offence punishable by termination of employment but an employee terminated under this process shall be entitled to the severance and other payments prescribed by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement.

Annual leave and long service leave

(3) Annual and long service leave accrued prior to the date of redeployment shall be calculated in accordance with the relevant award or agreement applicable to that employee and transferred to and credited by the new employer.

Sick leave

(4) Unused sick leave accrued prior to the date of redeployment shall be transferred to and credited by the new employer.

Leave and assistance to seek alternative employment

(5) a) The employer shall facilitate redeployment by granting employees to be redeployed reasonable leave to attend interviews and career counselling without loss of pay.

b) Where a prospective employer does not meet the cost of travel to an employment interview, the cost of reasonable travel and incidental expenses including if necessary over-night accommodation associated with the interview shall be borne by the employer.

Trial period in alternative employment

(6) a) An employee shall be granted a trial period of six months in any alternative employment

during or at the completion of which the employee may elect to resign if that employment is not suitable, in which case the employee shall receive the entitlements provided by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement.

This entitlement is only available to employees who fall within paragraph (b) of subclause (2) of Clause 8 - Redeployment and Retraining of this Agreement.

b) By agreement between the employer and employee, leave without pay may be approved with the consent of the Public Sector Management Division of the Department of Premier and Cabinet where it is sought by a redeployee as a means of exploring career options outside the Public Sector.

This period of leave without pay will not count as service for any reason. However, the employee's service shall be deemed continuous and the employee retains the right to accept the offer of severance in accordance with Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement, prior to the completion of the period of leave without pay.

## **9. INCOME MAINTENANCE**

Classification Maintenance

(1) An employee placed in a new classification which carries a lower rate than the former classification, shall be paid a rate equivalent to the former classification for a total period of twelve (12) months from the date of transfer. Any adjustments or increments which would have occurred or are made to the former classification rate within the twelve month period shall be applied and paid to the employee.

Progression through the increments will be subject to the normal tests applied under the employee's award classification.

## Wage and salary maintenance

(2) a) Where, after a period of twelve (12) months an employee remains employed on a classification carrying a lower rate than the rate of their former classification, that employee shall continue to be paid the rate applicable to the former classification at the twelve (12) months' anniversary date and such rate shall continue to be paid until the rate applicable to the employee's current classification exceeds that rate.

b) For the purposes of subclause (1) of this clause and paragraph (a) of this subclause the total remuneration shall:

i) exclude all allowances which represent:

aa) an amount paid for overtime or as a bonus, or as an allowance instead of overtime;

bb) except as provided in placitum (ii) of this paragraph, a relieving allowance;

cc) an allowance for travelling, subsistence or other expenses;

dd) an amount paid for rent or as a residence, housing or quarters allowance;

ee) a climatic allowance or allowances for equipment or, a disability associated with the particular job e.g. site allowance;

ff) an amount paid as compensation in lieu of the opportunity for private practice.

ii) include allowances which represent:

aa) a relieving allowance that has been paid continuously for twelve (12) months;

bb) a shift allowance which is paid on a regular basis and would continue to be paid during periods of annual leave.

c) Where an employee elects to undertake training or retraining within a period of six (6) months from the date of being nominated as redundant, the employee shall continue to receive their former classification rate for the period of training or retraining, provided that period does not exceed twelve (12) months. The period of training or retraining shall not be counted in determining the duration of the employee's entitlements under

subclause (1) of this clause and paragraph (a) of subclause (2) of this clause.

d) For tally or piece workers, the level of income at the date of redeployment referred to in subclause (1) of this clause shall be at the average weekly income, including all allowances and loadings of a permanent nature, for the total number of weeks worked over the preceding twelve (12) months or part thereof.

#### **10. SELECTIVE VOLUNTARY SEVERANCE OR EARLY RETIREMENT**

Selective voluntary severance or early retirement

(1) a) Each employee identified as being surplus to the employer's requirements and who:

i) is dismissed without notice on grounds related to redundancy of the kind described in Clause 8(2)(c); or

ii) cannot be found suitable alternative employment and who elects to resign; shall be entitled to the benefits of this clause.

b) Employees electing to terminate their services in accordance with subclause (6) of Clause 8 - Redeployment and Retraining of this Agreement shall be entitled to the benefits of this Clause.

c) Where an employee identified as surplus to requirements is able to carry out the duties and responsibilities in an equivalent manner to an employee not identified as surplus, the latter may, with the approval of the employer, elect to resign in place of the former, in which case the benefits of this clause shall apply to that employee.

Any dispute as to whether an employee identified as surplus to requirements is able to carry out the duties and responsibilities in an equivalent manner to an employee not identified as being surplus to requirements shall be determined by the Commission.

Severance Pay

(2) Each employee referred to in subclause (1) of this Clause shall receive a severance payment from the employer in accordance with the following formula:

Three weeks pay for each completed year of continuous service provided that the maximum entitlement shall be 52 weeks salary.

Continuous service shall have the same meaning as that prescribed in the State Government Wages Employees - Long Service Leave Conditions (66 WAIG 319).

Payment will be at the rate of pay prescribed in subclause (1) of Clause 9 - Income Maintenance of this Agreement.

Payment for tally or piece workers will be based on the average weekly rate received for each week worked within the previous twelve (12) months.

Payment for Leave Entitlements

(3) In addition to the severance payments prescribed by this clause, employees shall also receive:

a) Pro-rata annual leave calculated in accordance with the relevant award or industrial agreement at the rate of income as provided in subclause (1) of Clause 9 - Income Maintenance of this Agreement; and

b) Pro-rata long service leave calculated on each completed twelve (12) months of service at a rate of income as provided in subclause (1) of clause 9 - Income Maintenance of this Agreement.

## **11. RELOCATION EXPENSES**

(1) Subject to subclause (2) of this Clause an employee who accepts a position which requires the employee to be relocated will be reimbursed by the previous employer, all reasonable expenses incurred in moving the person's household belongings.

(2) Where an award or order prescribes an entitlement to the reimbursement of relocation expenses, the provisions of that award shall apply, in lieu of subclause (1) of this clause.

## **12. SEVERANCE**

Scope of clause

(1) This Clause shall apply only in the case where a redundant employee, while still in the employ of the employer, has received and accepted an offer of suitable alternative employment from an employer not within the Public Sector. For these purposes "an offer" can only be made by an employer who has taken on, or is going to take on, a function of Government, the privatisation or contracting out of which has lead, or will lead, to the employee becoming redundant.

Discussions before termination

(2) a) Where, by reason of a decision taken to privatise or contract out a function of Government formerly fulfilled by the employer, an employee becomes or is going to become redundant, the employer shall hold discussions with the employees directly affected and with their Union.

b) The discussions shall take place as soon as is practicable after the employer has made a definite decision which will invoke the provisions of paragraph (a) hereof, and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any terminations on the employees concerned.

c) For the purpose of the discussion the employer shall, as soon as practicable, provide in writing to the employees concerned and their Union, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of employees likely to be affected, and the number of workers normally employed and the period over which the terminations are likely to be carried out. Provided that any employer shall not be required to disclose confidential information, the disclosure of which would be inimical to the employer's interests.

#### Severance pay

(3) Subject to further order of the Commission, an employee whose employment is terminated for reasons set out in subclause (1) hereof shall be entitled to the following amount of severance pay in respect of a continuous period of service:

Period of continuous service	Severance pay
Up to the completion of 2 years	4 weeks' pay
2 years and up to the completion of 3 years	6 weeks' pay
3 years and up to the completion of 4 years	8 weeks' pay
4 years and up to the completion of 5 years	10 weeks' pay
5 years and over	12 weeks' pay

"Weeks' pay" means the rate prescribed in subclause (1) of Clause 9 - Income Maintenance.

Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

#### Employee leaving during notice

(4) An employee to whom this clause applies may terminate his/her employment during the period of notice and, if so, shall be entitled to the same benefits and payments under this clause had he/she remained with the employer until the expiry of such notice. Provided that in such circumstances the employee shall not be entitled to payment in lieu of notice.

(5) Where an employee has received and accepted an offer in accordance with subclause (1), the employer has the right to determine the date upon which termination of employment shall occur.

### **13. DISPUTE SETTLEMENT PROCEDURE**

(1) Any questions, disputes or difficulties arising under this Agreement shall be dealt with in accordance with this clause.

(2) The employee/s and the manager with whom the dispute has arisen shall discuss the matter and attempt to find a satisfactory solution, within three (3) working days. An employee may be accompanied by a union representative.

(3) If the dispute cannot be resolved at this level, the matter shall be referred to and be discussed with the relevant manager's superior and an attempt made to find a satisfactory solution, within a further three (3) working days. An employee may be accompanied by a union representative.

(4) If the dispute is still not resolved, it may be referred by the employee/s or union representative to the Chief Executive Officer or his/her nominee.

(5) Where the dispute cannot be resolved within five (5) working days of the union representatives' referral of the dispute to the Chief Executive Officer or his/her nominee, either party may refer the matter to the Commission for conciliation and arbitration as required.

(6) The period for resolving a dispute may be extended by agreement between the parties,

(7) At all stages of the procedure the employee may be accompanied by a union representative.

### **14. NO FURTHER CLAIMS**

The parties will not seek any further claims with respect to the terms and conditions covered by this Agreement during the life of this Agreement.

### **SCHEDULE A**

This Agreement shall not apply to:

- (1) employees retired on the grounds of ill health; or
- (2) employees whose employment is terminated as a consequence of poor performance or misconduct on the part of the employee; or
- (3) an employee where an agreement has been reached between the employee, employer and the union that the employee is only engaged for a defined period under a fixed term contract at the conclusion of which their employment shall cease; or
- (4) casual employees.

## **SCHEDULE B**

### **EMPLOYER PARTIES**

Minister for Health in his incorporated capacity under s7 of the Hospitals and Health Services Act 1927 (WA) as:

- (i) the Hospitals formerly comprised in the Metropolitan Health Service Board,
- (ii) the Peel Health Service Board,
- (iii) the South West Health Board,
- (iv) the WA Country Health Service.

30th Floor, Allendale Square  
77 St George's Terrace  
PERTH WA 6000

Board of the WA Centre for Pathology and Medical Research  
Hospital Avenue  
NedlandsWA6009

Director General  
Department of Agriculture  
3 Baron-Hay Court  
SOUTH PERTH WA 6151

Director General  
Department of Culture and the Arts  
Level 7, Law Chambers,

573 Hay Street,  
PERTH WA 6000

Executive Director  
Department of Conservation & Land Management  
50 Hayman Road  
COMO WA 6152

Director General  
Department of Housing and Works  
99 Plain Street  
EAST PERTH WA 6004

Commissioner  
Main Roads Western Australia  
Don Aitken Centre  
Waterloo Crescent  
EAST PERTH WA 6004

Minister for Police and Emergency Services; Justice; Community Safety  
13th Floor, Dumas House  
2 Havelock Street  
WEST PERTH WA 6005

Governing Council of Central TAFE  
25 Aberdeen Street  
PERTH WA 6000

Governing Council of Central West College of TAFE  
Fitzgerald Street  
GERALDTON WA 6530

Governing Council of Challenger TAFE  
15 Grosvenor Street  
BEACONSFIELD WA 6162

Governing Council of CY O'Connor College of TAFE  
Lot 1 Hutt Street  
NORTHAM WA 6401

Governing Council of Great Southern Regional College of TAFE  
Anson Road  
ALBANY WA 6330

Governing Council of Kimberley College of TAFE  
Coolibah Drive  
KUNUNURRA WA 6743

Governing Council of Pilbara TAFE  
Millstream Road  
KARRATHA WA 6714

Governing Council of South West Regional College of TAFE  
Robertson Drive  
BUNBURY WA 6231

Governing Council of Swan TAFE  
Hayman Road  
BENTLEY WA 6102

Governing Council of West Coast College of TAFE  
35 Kendrew Crescent  
JOONDALUP WA 6027

The Director General  
Department of Education and Training  
151 Royal Street  
EAST PERTH WA 6004

Attorney General  
30th Floor, Allendale Square  
77 St George's Terrace  
PERTH WA 6000

Minister for Community Development, Women's Interests, Seniors and Youth;  
Disability Services, Culture and the Arts  
12th Floor, Dumas House  
2 Havelock Street  
WEST PERTH WA 6005

The Chief Executive Officer  
Water Corporation of Western Australia  
629 Newcastle Street  
LEEDERVILLE WA 6007

WA Alcohol and Drug Authority  
7 Field Street  
MOUNT LAWLEY 6050

Director General  
Disability Services Commission  
146-160 Colin Street  
WEST PERTH WA 6005

General Manager  
Metropolitan Cemeteries Board  
Karrakatta Cemetery  
Railway Road  
KARRAKATTA WA

Zoological Parks Authority  
20 Labouchere Road  
SOUTH PERTH WA 6151

Chief Executive Officer  
Western Australian Sports Centre Trust  
Stephenson Avenue  
MT CLAREMONT WA 6010

President  
Recreation Camps and Reserves Board  
Sir Thomas Meagher Drive  
FLOREAT WA 6014

Managing Director  
Western Australian Mint  
310 Hay Street  
Perth WA 6000

Director General  
Department of Industry and Resources  
Mineral House  
100 Plain Street  
East Perth WA 6004

Minister for Housing and Works; Racing and Gaming; Government Enterprises;  
Land Information  
10th Floor  
216 St George's Terrace  
PERTH WA 6000

Director  
Country High Schools Hostels Authority  
151 Royal Street  
EAST PERTH WA 6004

President of the Legislative Council  
Parliament House  
Harvest Terrace PERTH WA 6000

Speaker of the Legislative Assembly



Date

Address

Signed for and on behalf of the Board of the WA Centre for Pathology and Medical Research

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Agriculture

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Agriculture

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Culture and the Arts

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Executive Director; Department of Conservation & Land Management

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Housing and Works

Name Greg Joyce

Position Director General

Signature of Witness

Name Bevan Beaver

Date 20 August 2004

Address c/o Department of Housing and Works  
99 Plain St East Perth 6004

Signed for and on behalf of the Commissioner; Main Roads Western Australia

Name Name: Neville Willey

Position A/Executive Director, Human Resources on behalf of  
the Commissioner of Main Roads

Signature of Witness

Name Bruce Kirwan

Date

Address 46 Waterloo Crescent, East Perth

Signed for and on behalf of the Minister for Police and Emergency Services;  
Justice; Community Safety

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Minister for Police and Emergency Services;  
Justice; Community Safety

HON MICHELLE ROBERTS MLA  
Minister for Police AND EMERGENCY SERVICES

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of Central TAFE

Name: Brian Paterson

Position: Managing Director

Signature of Witness:

Name

Date 14th September 2004

Address

Signed for and on behalf of the Governing Council of Central West College of TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of Challenger TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of CY O'Connor College of

TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of Great Southern  
Regional College of TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of Kimberley College of  
TAFE

Name Adrian Mitchell

Position Managing Director

Signature of Witness

Name Lindsay Gassman

Date 24 August 2004

Address PO Box 1095  
KUNUNURRA WA 6743

Signed for and on behalf of the Governing Council of Pilbara TAFE

Name Michael O'Loughlin

Position Managing Director

Signature of Witness

Name Elizabeth T Davie

Date 23 August 2004

Address

Signed for and on behalf of the Governing Council of South West Regional  
College of TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of Swan TAFE

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Governing Council of West Coast College of  
TAFE

Name Sue A Slavin

Position Managing Director

Signature of Witness

Name Shirley Gilchrist

Date 25 August 2004

Address 35 Kendrew Cresc, Joondalup 6027

Signed for and on behalf of the Director General; Department of Education and Training

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Attorney General

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Minister for Community Development, Women's Interests, Seniors and Youth; Disability Services, Culture and the Arts

Signature

Jane Brazier

DIRECTOR GENERAL

DEPARTMENT FOR COMMUNITY DEVELOPMENT

Signature of Witness

Roslyn Thompson

17 September 2004

c/o Department for Community Development  
189 Royal Street  
East Perth WA 6004

Signed for and on behalf of the Chief Executive Officer; Water Corporation  
of Western Australia

J.I. Gill  
Chief Executive Officer

Signature of Witness

Name

Date 24 August 2004

Address 629 Newcastle Street, Leederville, Western  
Australia.

Signed for and on behalf of the WA Alcohol and Drug Authority

Name Mike Daube

Position Chairman of the Board, WA Alcohol and Drug  
Authority

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Disability Services  
Commission

Dr Ruth Shean  
Director General

Signature of Witness

Name

Date

Address

Signed for and on behalf of the General Manager; Metropolitan Cemeteries Board

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Zoological Parks Authority

Name Susan Hunt

Position Chief Executive Officer

Signature of Witness

Name Michelle Raymond, HR Co-ordinator

Date 18 August 2004

Address c/o Perth Zoo  
20 Labouchere Road  
South Perth WA 6151

Signed for and on behalf of the Chief Executive Officer; Western Australian Sports Centre Trust

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the President; Recreation Camps and Reserves Board

Name Ron Alexander

Position President, Recreation Camps and Reserves Board

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Managing Director; Western Australian Mint

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Industry and Resources

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Minister for Housing and Works; Racing and Gaming; Government Enterprises; Land Information

Name Mr Gary Fenner

Position A / Chief Executive  
Department of Land Information

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director; Country High Schools Hostels Authority

Name Jim Hopkins

Position Director

Signature of Witness

Name Gwendy Beach

Date 18 August 2004

Address 151 Royal Street, EAST PERTH WA 6004

Signed for and on behalf of the President of the Legislative Council; Parliament House

Name

Position

Signature

Name

Date

Address

Signed for and on behalf of the Speaker of the Legislative Assembly;  
Parliament House

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Rottnest Island Authority

Paolo Amaranti  
CHIEF EXECUTIVE OFFICER

Witness

Ken Chinnery

23 August 2004

Rottnest Island Authority  
Level 1 E-Shed  
Victoria Quay  
Fremantle WA