



Our Ref: WM/0674/2004  
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### **AWARD CIRCULAR 3 OF 2016**

#### Gardeners (Government) 1986 Award No.16 of 1983

On 11 August 2016 the Western Australian Industrial Relations Commission (WAIRC) issued an order varying the following clauses in the above award:

- Clause 12 – Overtime;
- Clause 16 – First aid-kits and attendants; and
- Clause 25 – Wages.

The variations are effective from the beginning of the first pay period commencing on or after **11 August 2016**. The Order is attached.

Copies of all awards are available from the WAIRC website found at [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au).

Should you have any enquiries please contact Chris Bretnall on (08) 6552 9507 or by email at [chris.bretnall@commerce.wa.gov.au](mailto:chris.bretnall@commerce.wa.gov.au).

**SANDY NEWBY**  
**A/DIRECTOR**  
**PUBLIC SECTOR LABOUR RELATIONS**  
**LABOUR RELATIONS AND INDUSTRY DEVELOPMENT**

30 August 2016

**GARDENERS (GOVERNMENT) 1986 AWARD NO. 16 OF 1983**  
**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

**PARTIES** UNITED VOICE WA

**APPLICANT**

-v-

THE HON. MINISTER FOR EDUCATION AND OTHERS

**RESPONDENTS**

**CORAM** CHIEF COMMISSIONER P E SCOTT

**DATE** THURSDAY, 11 AUGUST 2016

**FILE NO/S** APPL 35 OF 2016

**CITATION NO.** 2016 WAIRC 00693

**Result** Award varied

**Representation**

**Applicant** Mr S Dane

**Respondent** Mr C Bretnall and Mr R Heaperman, as agent

*Order*

HAVING heard Mr S Dane on behalf of the applicant and Mr C Bretnall and Mr R Heaperman, as agent on behalf of the respondent, the Commission, pursuant to the powers conferred on it under the *Industrial Relations Act, 1979* hereby orders –

THAT the *Gardeners (Government) 1986 Award No. 16 of 1983* be varied in accordance with the following schedule and that the variations in the attached schedule shall have effect from the beginning of the first pay period commencing on or after the 11th day of August 2016.

(L.S.) (Sgd.) P.E. SCOTT

CHIEF COMMISSIONER P E SCOTT

## SCHEDULE

**1. Clause 12. – Overtime: Delete subclause (2) of this clause and insert the following in lieu thereof:**

- (2) When an employee without being notified on the previous day or earlier is required to continue working after his usual knock off time for more than two hours, the employee shall be provided with a meal or be paid \$13.05 in lieu thereof.

**2. Clause 16. – First Aid - Kits and Attendants: Delete subclause (2) of this clause and insert the following in lieu thereof:**

- (2) The employer shall, wherever practicable and where there are two or more employees, appoint an employee holding current first aid qualifications from St John Ambulance or similar body to carry out first aid duty at all works or depots where employees are employed. Such employees so appointed in addition to first aid duties, shall be responsible under the general supervision of the supervisor or foreperson for maintaining the contents of the first aid kit, conveying it to the place of work and keeping it in a readily accessible place for immediate use.

Employees so appointed shall be paid the following rates in addition to their prescribed rate per day:

Qualified Attendant	\$ Per Day
10 employees or less	1.80
In excess of 10 employees	2.80

**3. Clause 25. – Wages:**

**A. Delete subclause (3) of this clause and insert the following in lieu thereof:**

- (3) A Senior Gardener/Ground Attendant who is required to maintain turf wickets, bowling greens or tennis courts shall be paid in addition to the rates prescribed an amount of \$8.00 per week. Occasional off-season attention shall not qualify an employee for payment under this subclause.

**B. Delete subclause (5) of this clause and insert the following in lieu thereof:**

- (5) Leading Hands

Leading Hands and Senior Gardener/Ground Attendants if placed in charge of:

- (a) five and not more than ten other employees shall be paid \$28.40 per week extra;
- (b) more than ten but not more than 20 other employees shall be paid \$41.60 per week extra;
- (c) more than 20 other employees shall be paid \$55.20 per week extra.

**C. Delete subclause (10) of this clause and insert the following in lieu thereof:**

- (10) Toilet Cleaning Allowance (Zoological Gardens)

- (a) Employees of the Zoological Gardens Board covered by this award who are required to clean public toilets shall be paid 88 cents per closet, per week.
- (b) For the purposes of this subclause one metre of urinal shall count as one closet and three urinal stalls shall count as one closet.

- (c) All such employees shall be supplied with rubber gloves on request.