

## WESTERN AUSTRALIA - STATE WAGE 2019 INCREASE

These **PINK** sheets are only for the benefit of:

- Sole traders/partnerships in Western Australia.

### The federal/state system and your position

Sole traders and partnerships in W.A. remain under the W.A. state system. The W.A. Government, unlike other State governments, decided not to handover to the Federal Labor Government in Canberra the power to regulate conditions for sole traders/partnerships in 2009. This means that the federal system – *the Fair Work Act 2009* - does not apply to you.

### What are the relevant awards for AMIC sole traders/partnerships in W.A.?

They remain:

- Meat Industry (State) Award 2003; and
- Clerks' (Wholesale & Retail Establishments) Award No. 38 of 1947.

### Wage decision of the W.A. Industrial Relations

On 14<sup>th</sup> June 2019, the W.A. Industrial Relations Commission handed down the state wage decision. The commission decided to increase award rates by 2.75%. The effect is that it raises the minimum wage in W.A. for sole trader/partnerships to \$746.90 – this is Level 1 in the Meat Industry (State) Award 2003. The operative date for the increase is the **First Full Pay Period to commence on or After 1 July 2019**.

As is usual and in line with previous decisions:

- Junior and Apprentice wages receive a proportionate increase depending upon age and year respectively;
- The 2.75% increase can be absorbed into any over-award payment.

### Latest wage sheets

These sheets contain the new rates for retail, processing and smallgoods sectors if you operate as a sole trader/partnership. They also include the junior and apprentice percentages of the relevant award grade. They also include the clerical and administrative rates and percentages.

### All other terms and conditions

These are to be found in the W.A. State Meat award.

**IF IN ANY DOUBT PLEASE CONTACT AMIC TO DISCUSS**

**FOR SOLE TRADERS AND PARTNERSHIPS IN W.A. ONLY**  
**RATES OF WAGES – RETAIL ESTABLISHMENTS**  
**MEAT INDUSTRY (STATE) AWARD 2003**  
**AN AWARD OF THE WEST AUSTRALIAN INDUSTRIAL COMMISSION**

*Please note that the rates listed below only apply to Sole Traders and Partnerships in W.A. for businesses doing MEAT RETAIL and apply from the first pay period to commence on or after 1 July 2019.*

*They do not apply to “Pty Ltd” entities that are now under the Federal Meat Industry Award 2010.*

**Adult Rates**

Class/Group	Minimum rate Per week \$	Minimum rate Per hour \$	Overtime – Time and one half \$	Overtime Double time \$
RW – Level 1	746.90	19.66	29.49	39.32
RW – Level 2	752.60	19.81	29.72	39.62
RW – Level 3	783.50	20.62	30.93	41.24
RW – Level 4	809.70	21.31	31.97	42.62
RW – Level 5 <b>Tradesperson</b>	850.90	22.39	33.59	44.78
RW – Level 6	880.20	23.16	34.74	46.32

**Apprentice Rates**

Apprentices	% of Level 5	Apprentices	% of Level 5
Four-year term		Three-year term	
1st Year	40%	1st Year	50%
2nd Year	50%	2nd Year	75%
3rd Year	75%	3rd Year	95%
4th Year	95%		

**Junior Rates – Other Than Drivers**

% for Juniors other than drivers of motor vehicles the total Adult wage applicable to the classification in which they are employed.

	%
Under 18 years	60%
18 to 19 years	70%
19 to 20 years	80%
20 to 21 years	90%

**Junior Rates – Driver**

% for Junior employees employed as drivers of % of motor vehicles - % based on the total Adult wage for the capacity of the vehicle being driven

	%
Under 19 years	70%
19 to 20 years	80%
20 to 21 years	90%

**For Clerical Rates please see page 3**

### CLERKS RATES – APPLIES TO RETAIL AND PROCESSING ESTABLISHMENTS

Grade 1 Clerical assistant			Grade 2 Clerical officer		
Adult Years of experience	Weekly Award rate \$	Hourly rate \$	Adult Years of experience	Weekly Award rate \$	Hourly rate \$
First year	783.20	20.61	First year	822.10	21.63
Second year	798.10	21.00	Second year	826.50	21.75
Third year and thereafter	810.70	21.33	Third year and thereafter	832.90	21.92

Grade 3 Clerical officer			Grade 4 Clerical officer		
Adult Years of experience	Weekly Award rate \$	Hourly rate \$		Weekly Award rate \$	Hourly rate \$
First year	841.10	22.13	<b>Adult</b>	881.80	23.21
Second year	850.90	22.39			

Grade 5 Administrative officer			Grade 6 Administrative officer		
	Weekly Award rate \$	Hourly rate \$		Weekly Award rate \$	Hourly rate \$
<b>Adult</b>	918.40	24.17	<b>Adult</b>	962.90	25.34

### Junior Rates

The following are the % rates for juniors depending on age  
 The junior employees grading depends upon the appropriate work to be performed by the junior employee.

At 15 years of age	40%
At 16 years of age	50%
At 17 years of age	60%
At 18 years of age	70%
At 19 years of age	80%
At 20 years of age	90%

**For other conditions, continue to apply the rest of the State Meat Award**

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RW – Level 6	909.20	23.93	35.90	47.86

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Apprentices	% of Level 5	Apprentices	% of Level 5
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1st Year	40%	1st Year	50%
2nd Year	50%	2nd Year	75%
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