

## AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

*Workplace Relations Act 1996*  
s.113 application to vary an award

**Australian Municipal, Administrative, Clerical and Services Union**  
(C2005/1118)

**SOCIAL AND COMMUNITY SERVICES - WESTERN AUSTRALIA AWARD 2002**  
(ODN C25710/89)  
[AW815319 PR916851]

Health and welfare services

DEPUTY PRESIDENT BLAIN

PERTH, 12 JULY 2005

*Safety Net Review - Wages June 2005 and Supported Wage Case 2004.***ORDER**

A. Further to the Safety Net Review Decision by the Commission in June 2005 [PR002005] and the Increase - supported wage system - s.108 reference Decision [PR949915] in July 2004 by the Full Bench, the above-mentioned award is varied as follows:

1. By deleting the table appearing at clause 14.1.3 and inserting the following:

Level		Benchmark (\$)	Arbitrated SNA (\$)	2005 Arbitrated SNA (\$)
Community Services Worker 1				Rate of Pay Per Annum
	1	19,588	8,295	27,883
	2	20,676	8,295	28,971
Community Services Worker 2				
	1	21,764	8,400	30,164
	2	22,852	8,400	31,252
	3	23,940	8,400	32,340
Community Services Worker 3				
	1	25,029	8,296	33,325
	2	26,117	8,296	34,413
	3	27,205	8,296	35,501
Community Services Worker 4				
	1	27,205	8,296	35,501
	2	28,293	8,296	36,589
	3	29,381	8,296	37,677
	4	31,558	8,296	39,854
Community Services Worker 5				
	1	32,646	8,192	40,838
	2	33,734	8,192	41,926
	3	34,822	8,088	42,910

Community Services Worker 6				
	1	35,911	8,088	43,999
	2	36,999	8,088	45,087
	3	38,087	8,088	46,175
Community Services Worker 7				
	1	39,175	8,088	47,263
	2	40,263	8,088	48,351
	3	41,351	8,088	49,439
Community Services Worker 8				
	1	43,528	8,088	51,616
	2	44,616	8,088	52,704
	3	45,704	8,088	53,792
Community Services Worker 9				
	1	47,881	8,088	55,969

2. By deleting clause 14.3.1 and inserting the following:

**14.3.1** The rates of pay in this award include the arbitrated safety net adjustment payable under the *Safety Net Review—Wages June 2005* decision [PR002005]. This arbitrated safety net adjustment may 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 certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

3. By deleting "\$60" appearing in clause 15.3.2 and inserting "\$61".
4. By deleting "\$56" appearing in clause 15.9.3 and inserting "\$61".
5. By deleting "\$8.75" appearing in clause 18.1 and inserting "\$8.99".
5. By deleting "\$7.85" appearing in clause 18.13.1 and inserting "\$8.09".
6. By deleting "\$8.75" appearing in clause 18.13.2 and inserting "\$9.01".

B. This order shall come into force from the first pay period to commence on or after 12 July 2005 and shall remain in force for a period of six months.

BY THE COMMISSION:

DEPUTY PRESIDENT

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