

PAY SCALE SUMMARY

derived from the

Electronics Industry Award [AN160112 – WA]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary applies to the Electronics Industry in Western Australia and to all work done by employees (except those employees employed or engaged on research and development) employed in the classifications shown herein and employed by the respondents named in the First Schedule to the pre-reform award in connection with the making, installing, repairing and altering, assembling, testing, aligning, fault locating, of electronic componentry, instruments, equipment and/or systems.

Provided that this pay scale summary will not replace or extend to cover the operations of any respondent covered by a pay scale summary derived from the Metal Trades (General) Award No. 13 of 1965 (WA) as amended, the Radio and Television Employees' Award No. 14 of 1974 (WA) as amended, the Draughtsmen, Tracers, Planners and Technical Officers' Award No. 11 of 1979 (WA) as amended or the Electrical Contracting Industry Award R22 of 1978 (WA) as amended.

For detail of the coverage provisions see the 26 March 2006 version of the award.

Wages

Part I - General

Classifications	Basic hourly rate
Trainee Installer	\$14.31
Assembler	\$14.47
Assembler (1)	\$15.02
Serviceperson's Assistant	\$15.16
Installer	\$15.64
Electronic Serviceperson	\$16.82
Electronic Technician (Grade I)	\$17.43
Electronic Technician (Grade II)	\$17.94
Electronic Technician (Grade III)	\$19.76

Part II - Construction Work

Classifications	Basic hourly rate
Trainee Installer	\$14.66
Installer	\$16.11
Electronic Serviceperson	\$17.45
Electronic Technician (Grade I)	\$18.05
Electronic Technician (Grade II)	\$18.64
Electronic Technician (Grade III)	\$20.45

Casual Rates

Loading for Casual employees	Loading
Based on relevant basic hourly rate	20%

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Juniors

Junior Employees

Year/Stage	Rate	Rate based on
Under 16 years of age	35% (\$5.06)	Assembler
Between 16 and 17 years of age	45% (\$6.51)	Assembler
Between 17 and 18 years of age	55% (\$7.96)	Assembler
Between 18 and 19 years of age	65% (\$9.41)	Assembler
Between 19 and 20 years of age	78.5% (\$11.36)	Assembler
Between 20 and 21 years of age	93% (\$13.46)	Assembler

Junior Employees - Installer

Year/Stage	Rate	Rate based on
Under 17 years of age	45% (\$7.04)	Installer
Between 17 and 18 years of age	55% (\$8.60)	Installer
Between 18 and 19 years of age	65% (\$10.17)	Installer
Between 19 and 20 years of age	75% (\$11.73)	Installer
Between 20 and 21 years of age	90% (\$14.08)	Installer

Trainees

Trainee rates of pay are not covered by this pay scale summary.

Apprentices

Part I - General

Four Year term

Year/Stage	Rate	Rate based on
First Year	42% (\$7.06)	Electronic Serviceperson
Second Year	55% (\$9.25)	Electronic Serviceperson
Third Year	75% (\$12.62)	Electronic Serviceperson
Fourth Year	88% (\$14.80)	Electronic Serviceperson

Three and a Half Year term

Year/Stage	Rate	Rate based on
First Six Months	42% (\$7.06)	Electronic Serviceperson
Next Year	55% (\$9.25)	Electronic Serviceperson
Following Year	75% (\$12.62)	Electronic Serviceperson
Final Year	88% (\$14.80)	Electronic Serviceperson

Three Year term

Year/Stage	Rate	Rate based on
First Year	55% (\$9.25)	Electronic Serviceperson
Second Year	75% (\$12.62)	Electronic Serviceperson
Third Year	88% (\$14.80)	Electronic Serviceperson

Part II – Construction Work

Four Year term

Year/Stage	Rate	Rate based on
First Year	42% (\$7.33)	Electronic Serviceperson
Second Year	55% (\$9.60)	Electronic Serviceperson
Third Year	75% (\$13.09)	Electronic Serviceperson
Fourth Year	88% (\$15.36)	Electronic Serviceperson

Three and a Half Year term

Year/Stage	Rate	Rate based on
First Six Months	42% (\$7.33)	Electronic Serviceperson
Next Year	55% (\$9.60)	Electronic Serviceperson
Following Year	75% (\$13.09)	Electronic Serviceperson
Final Year	88% (\$15.36)	Electronic Serviceperson

Three Year term

Year/Stage	Rate	Rate based on
First Year	55% (\$9.60)	Electronic Serviceperson
Second Year	75% (\$13.09)	Electronic Serviceperson
Third Year	88% (\$15.36)	Electronic Serviceperson

Other information – apprentices

Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, must not be paid less than \$11.80 per hour.

The rate for adult apprentices in the pre-reform award from which this pay scale summary is derived was expressed as a flat dollar amount. This rate has been adjusted to maintain its ratio with the Electronic Serviceperson rate, in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006.

Frequency of payment

Employees must be paid weekly or fortnightly according to the actual ordinary hours worked each week or fortnight.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.