



Industrial Spraypainting and Sandblasting Award Summary

THINGS TO CHECK as an employee or employer include:

- ✓ Pay rates
- ✓ Employment of children
- ✓ Allowances
- ✓ Overtime rates
- ✓ Public holidays
- ✓ Meal breaks
- ✓ Leave entitlements
- ✓ Dismissal laws and entitlements due on termination
- ✓ Time and wages record keeping
- ✓ Laws relating to [taxation](#), [superannuation](#), [workers compensation](#), [discrimination](#) and [occupational health and safety](#)

This award summary outlines only the MOST COMMON ENTITLEMENTS within the Western Australian STATE SYSTEM of industrial relations under the *Industrial Spraypainting and Sandblasting Award 1991*.

It applies only to sole traders and partnerships. If the business is a Pty Ltd company, it does not apply. If you are unsure contact **Wageline** on **1300 655 266**

To access a full copy of the award, which details all entitlements and obligations, visit www.wairc.wa.gov.au.

Adult wages – apply as of the first pay period on or after 1 July 2011

ADULT AND JUNIOR EMPLOYEES	WEEKLY	HOURLY	CASUAL (20% loading)
Painter, Spraypainter, Shotblaster, Sandblaster or employee performing two or more of those functions	\$742.36	\$19.54	\$23.44
LEADING HAND ALLOWANCE			
In addition to the appropriate total weekly wage prescribed by the award a leading hand shall be paid if placed in charge of:			
	WEEKLY	HOURLY	
not more than 1 other employee	\$13.10	\$0.36	
between 2 and 5 other employees	\$29.20	\$0.80	
between 6 and 10 other employees	\$37.30	\$1.01	
more than 10 other employees	\$49.50	\$1.34	

Junior wages – apply as of the first pay period on or after 1 July 2011

Please contact **Wageline** on **1300 655 266** for any information relating to juniors working in the industrial spray painting and sandblasting industry.

Employment of children

Under the *Children and Community Services Act 2004*, it is illegal to employ children under the age of 15 in this industry.

Exemptions may apply to a child working in a family business where the business is carried out by a parent or relative of the child or participating in a school program. A child under 18 must not be employed in a job where their wellbeing is likely to be jeopardised.

A school aged child must not be employed during school hours, unless they are participating in a school program or have received an exemption from the Department of Education.

Please contact **Wageline** on **1300 655 266** or view the [Employment of Children fact sheet](#) on our website for more information.

Allowances

Meal allowance

An employee required to work overtime for at least one and a half hours after working ordinary hours inclusive of any time worked for accrual purposes, shall be paid by their employer an amount of **\$9.90** to meet the cost of a meal.

Location allowance

An employee working in a specified regional area is entitled to a weekly location allowance. Please contact **Wageline** on **1300 655 266** or see the full copy of the award on www.wairc.wa.gov.au

Hours and overtime

A full time employee must work 40 hours per week (eight hours per day) but be paid for 38 hours in that week. The remaining two hours accumulate towards a paid rostered day off (RDO) that the employee must receive every fourth Monday. If an employee does not receive a paid RDO, they must be paid at overtime rates for any hours worked on that day.

If an employee works more than eight hours on one day or 40 hours in a week, they must be paid overtime rates for these hours.

Any hours worked before 7:00am and after 6:00pm must be paid at overtime rates.

The above overtime is paid at the rate of time and a half for the first two hours and double time after that. Please contact **Wageline** on **1300 655 266** to ensure that correct overtime rates are paid.

Weekend work

If an employee works on a Saturday, they must be paid for at least three hours work, even if they work fewer hours. Hours worked after 12:00pm must be paid at the rate of double time.

Hours worked on a Saturday must be paid at the rate of time and a half for the first two hours and double time after that.

If an employee works on a Sunday, they must receive at least four hours work, even if they work fewer hours. In additions, hours worked on a Sunday must be paid at the rate of double time.

Public holidays

Full-time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay. Part-time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay if they would ordinarily be required to work on that day.

If a public holiday falls on a Saturday or Sunday, the following Monday will be considered to be the public holiday. However, if Boxing Day falls on a Sunday or Monday, the following Tuesday will be

considered to be the public holiday. When a public holiday is substituted with another day, the public holiday itself is no longer considered a public holiday for the purposes of the award.

Hours worked on a public holiday or substituted holiday must be and be paid at the rate of double time and a half. If an employee works on a public holiday or substituted public holiday, they must receive at least four hours work or be paid for four hours at the appropriate rate.

To view public holiday dates visit our website www.commerce.wa.gov.au

Meal breaks

There should be a cessation of work and of working time for the purpose of a meal on each day, of no less than 30 minutes, to be taken between noon and 1.00pm.

Additional breaks may apply when an employee works overtime. Please contact **Wageline** on **1300 655 266** for more details or access the full copy of the award visit www.wairc.wa.gov.au

Leave entitlements

The table below outlines the basic leave entitlements for employees covered by this award. For more information relating to leave entitlements, please contact **Wageline** on **1300 655 266** or access the full copy of the award at www.wairc.wa.gov.au

Type of leave	Entitlement
Annual leave	Full time employees accrue 2.923 hours weekly; this amounts to 4 weeks a year (pro rata for part time) and accumulates year to year. In addition, a loading of 17.5% applies. For the annual leave calculation sheet visit our website www.commerce.wa.gov.au
Personal leave	Full time employees accrue 1.461 hours weekly; this amounts to 10 days a year (pro rata for part time). This can be used for sick leave or carer's leave and accumulates from year to year. For the personal leave calculation sheet visit our website www.commerce.wa.gov.au
Bereavement leave	2 days per occasion for any employee (including casuals), applies on the death of a partner, parent, step-parent, grandparent, child, step-child, grandchild, sibling or any other member of the employee's household.
Parental leave	Please contact Wageline on 1300 655 266 for details, see the parental leave factsheet on our website www.commerce.wa.gov.au
Long service leave	8.667 weeks after 10 years employment for any employee (including casuals), with pro-rata due on termination after 7 years employment. For the long service leave calculation sheet visit our website www.commerce.wa.gov.au .

Time and wages recordkeeping

Employers must keep time and wages records which demonstrate that employees have been paid all entitlements under the relevant award or legislation.

For more information about time and wages record keeping please contact **Wageline** on **1300 655 266** or see the Time and wages record keeping fact sheet on our website www.commerce.wa.gov.au

Termination

It is recommended that an employer contact **Wageline** on **1300 655 266** before any termination, to receive information about dismissal laws.

Should either the employee or employer wish to terminate the employment contract, one day's notice is required.

Termination of an apprentice

To terminate an apprentice or trainee an employer must apply in writing to the Department of Training and Workforce Development. For more information, please contact the Apprenticentre on 13 19 54.

For information about notice periods for apprentices, please contact **Wageline** on **1300 655 266**.

Redundancy

Please contact **Wageline** on **1300 655 266** for information relating to redundancy.

Payment during wet weather

If an employee cannot work due to rain or other extreme temperatures or abnormal climatic conditions, they are entitled to be paid. This entitlement is capped at 32 hours per four week period.

Other entitlements

The Award also includes

- Meal allowance
- Shift work
- Living away from home
- Special rates and provisions – applicable to specific working conditions, type of work of performed and the possession of certificates
- Jury duty
- Special tools and protective clothing
- Stand Downs
- An employee presenting for work and not being required
- Settlement of disputes
- Right of entry

To access the full copy of the award visit www.wairc.wa.gov.au.

Parties and respondents to the Award

- Construction, Forestry, Mining & Energy Union - Western Australian Branch
- Building Trades Association of Unions of Western Australia (Association of Workers)
- The Plumbers and Gasfitters Employees' Union of Australia, West Australian Branch, Industrial Union of Workers

This Award Summary has only included the MOST COMMON EMPLOYEE ENTITLEMENTS.

To minimise the risk of non-compliance with State employment laws, please contact Wageline on 1300 655 66 to clarify your understanding of this award summary.

Wageline offers advice and publications to assist employees and employers better understand their rights and obligations in the workplace.

To keep informed and receive practical information on employment issues, please subscribe to Wageline's email newsletters at www.commerce.wa.gov.au.

***DISCLAIMER:** The Department of Commerce has prepared this state award summary to provide information on pay rates and major award provisions. It is provided as a general guide only and is not designed to be comprehensive or to provide legal advice. The Department of Commerce does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.*