



**CLEANING  
(BUILDING AND PROPERTY SERVICES)  
(ACT) AWARD 1998  
WAGES SCHEDULE**

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**WAGE RATES**

**DATE OF OPERATION;** Effective from the first pay period to commence on or after 1 December 2006

Classification		Full-time Employee \$	Part-Time Employee \$	Casual Employee \$	
		Hourly Rate	Hourly Rate	Loading	Hourly Rate
Cleaners	Night shift worker A*	-	20.31	-	21.92
	Night Shift Worker B *	19.13	18.81	6.4310%	20.36
	Broken shift worker	17.09	18.75	19.6100%	20.44
	Afternoon shift worker	17.37	18.75	17.5120%	20.41
	Early morning shift worker	17.37	18.75	17.5120%	20.41
	Day shift worker	15.62	16.89	17.8547%	18.41
Building Service Employee Grade 1	Night shift worker A*	-	21.21	-	22.89
	Night shift worker B *	19.83	19.48	6.3151%	21.08
	Broken shift worker	17.81	19.42	19.6777%	21.31
	Afternoon shift worker	18.12	19.42	17.5221%	21.30
	Early morning shift worker	18.12	19.42	17.5221%	21.30
	Day shift worker	16.30	17.57	17.8547%	19.21
Building Service Employee Grade 2	Night shift worker A*	-	22.61	-	24.41
	Night shift worker B *	21.11	20.75	6.3523%	22.45
	Broken shift worker	18.98	20.75	19.9468%	22.77
	Afternoon shift worker	19.17	20.75	17.7716%	22.58
	Early morning shift worker	19.17	20.75	17.7716%	22.58
	Day shift worker	17.31	18.68	17.6813%	20.37

**Notation:**

The casual rates in the above tables were calculated by determining the inbuilt casual loading, where possible, by comparing the casual rate specified in the pre-reform award with the basic full-time hourly rate.

The *Workplace Relations Act 1996* (s. 203(3)) provides that casual loading provisions in a pay scale must be such that casual loadings determined by the provisions are expressed as percentages to be applied to basic periodic rates of pay. Accordingly, if the relevant provisions, from which the pay scale was derived, contain flat monetary rates for casual employees that were higher by an amount than rates for other employees, the difference represents the casual loading (expressed as a percentage) in the pay scale (see also s. 210).

For example, in the Cleaning Services stream, for Cleaners at the classification of Night Shift Worker B the casual hourly rate specified in the pre-reform award was \$20.89. The applicable basic full-time rate expressed as the equivalent monetary hourly rate was \$17.9553. The casual rate of \$20.89 thus incorporated a casual loading of 6.4310%. This casual loading must now be applied to the base rate as increased by the Fair Pay

Commission (\$19.13). An inbuilt casual loading cannot be determined for casual cleaners working at the classification Night Shift A as there was no basic full-time rate for this classification. In this case the casual rate is determined by applying the wage-setting decision of the Fair Pay Commission to the applicable casual hourly rate in the pre-reform award.

**EVENT SERVICES STREAM**

<b>Classification</b>	<b>Total Hourly Rate Casual Employee</b>
<b>Rate 1</b>	
Monday to Friday	
Event Services Employee Level 1	20.03
Event Services Employee Level 2	20.91
Event Services Employee Level 3	22.29