

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

*Industrial Relations Act 1999*

**SANCTUARY COVE EMPLOYEES' AWARD 2002**

**(Gazette, 18 October 2002)**

PURSUANT to the Declaration of the Commission as to a General Ruling made on 7 August 2008, the said Award is amended as follows as from 1 September 2008:

1. By deleting clause 5.2.1 and inserting the following in lieu thereof:

5.2.1 *Employees other than juniors*

Wage rates payable to employees under this Award are as follows:

Classification	Ordinary Full-Time Rate Per Week \$	Ordinary Full-Time Rate Per Hour \$	Loadings Per Hour \$	Ordinary Full-Time Loaded Rate Per Hour \$	Casual Rate Of Pay Per Hour \$
<b>Food &amp; beverage</b>					
Introductory	552.00	14.53	2.18	16.71	20.05
Level 1	568.70	14.97	2.25	17.22	20.66
Level 2	593.70	15.62	2.34	17.96	21.55
Level 3	612.10	16.11	2.42	18.53	22.24
Level 4	645.80	16.99	2.55	19.54	23.45
Level 5	687.50	18.09	2.71	20.80	24.96
<b>Kitchen</b>					
Introductory	552.00	14.53	2.18	16.71	20.05
Level 1	568.70	14.97	2.25	17.22	20.66
Level 2	593.70	15.62	2.34	17.96	21.55
Level 3	612.10	16.11	2.42	18.53	22.24
Level 4	645.80	16.99	2.55	19.54	23.45
Level 5	687.50	18.09	2.71	20.80	24.96
Level 6	706.40	18.59	2.79	21.38	25.66
<b>Guest service</b>					
Introductory	552.00	14.53	2.18	16.71	20.05
Level 1	568.70	14.97	2.25	17.22	20.66
Level 2	593.70	15.62	2.34	17.96	21.55
Level 3	612.10	16.11	2.42	18.53	22.24
Level 4	645.80	16.99	2.55	19.54	23.45
Level 5	687.50	18.09	2.71	20.80	24.96
<b>Stores</b>					
Introductory	552.00	14.53	0.29	14.82	18.16
Level 1	568.70	14.97	0.30	15.27	18.71
Level 2	593.70	15.62	0.31	15.93	19.52
Level 3	612.10	16.11	0.32	16.43	20.14
Level 4	645.80	16.99	0.34	17.33	21.24
<b>Security</b>					
Introductory	552.00	14.53	3.49	18.02	21.36
Level 1	568.70	14.97	3.59	18.56	22.00
Level 2	593.70	15.62	3.75	19.37	22.96
Level 3	612.10	16.11	3.87	19.98	23.69
Level 4	645.80	16.99	4.08	21.07	24.98

Classification	Ordinary Full-Time Rate Per Week \$	Ordinary Full-Time Rate Per Hour \$	Loadings Per Hour \$	Ordinary Full-Time Loaded Rate Per Hour \$	Casual Rate Of Pay Per Hour \$
<b>General engineering &amp; maintenance</b>					
Introductory	552.00	14.53	1.02	15.55	18.89
Level 1	568.70	14.97	1.05	16.02	19.46
Level 2	593.70	15.62	1.09	16.71	20.30
Level 3	612.10	16.11	1.13	17.24	20.95
Level 4	645.80	16.99	1.19	18.18	22.09
Level 5	687.50	18.09	1.27	19.36	23.52
<b>Greenkeeping</b>					
Introductory	552.00	14.53	1.45	15.98	19.32
Level 1	568.70	14.97	1.50	16.47	19.91
Level 2	593.70	15.62	1.56	17.18	20.77
Level 3	612.10	16.11	1.61	17.72	21.43
Level 4	645.80	16.99	1.70	18.69	22.60
Level 5	687.50	18.09	1.81	19.90	24.06
<b>Leisure activities</b>					
Introductory	552.00	14.53	2.18	16.71	20.05
Level 1	568.70	14.97	2.25	17.22	20.66
Level 2	593.70	15.62	2.34	17.96	21.55
Level 3	612.10	16.11	2.42	18.53	22.24
Level 4	645.80	16.99	2.55	19.54	23.45
<b>Administration services</b>					
Introductory	552.00	14.53	-	14.53	17.87
Level 1	568.70	14.97	-	14.97	18.41
Level 2	593.70	15.62	-	15.62	19.21
Level 3	612.10	16.11	-	16.11	19.82
<b>General employees</b>					
Introductory	552.00	14.53	-	14.53	17.87
Level 1	568.70	14.97	-	14.97	18.41

NOTE 1: The loaded rate means the rate payable to employees pursuant to clause 5.3.

NOTE 2: The casual rate of pay has been calculated in accordance with clause 4.2.3(d) of the award.

NOTE 3: The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2008 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. [Disputed cases are to be referred to the Vice President.] This arbitrated wage 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 payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments 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 State Wage Cases or under the current Statement of Policy, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

The minimum wage relativities at the various levels are as follows:

#### Ordinary Full-time Weekly Rate

Level	Percentage Relativity %
Introductory	78
Level 1	82
Level 2	88

Level	Percentage Relativity %
Level 3	92.4
Level 4	100
Level 5	110
Level 6	115

NOTE 4: Those employees who were, (and no other employees) as of the commencement date of this Award, employed at Level 4 of the preceding Sanctuary Cove Employees Award as Electricians, Fitters, Refrigeration Mechanics, Vehicle Mechanics, Carpenters, Qualified greenkeepers, landscape Gardeners or Butchers and were entitled to payment of an additional amount of \$58.14 to their ordinary rate of pay, shall continue to be paid an additional payment of \$58.14 per week. This payment shall not be subject to any adjustment. New employees joining after the date of this Award shall not be entitled to this amount.

NOTE 5: The relativities contained above relate to a trade equivalent (100%) rate of \$417.20 which does not include the application of any arbitrated Safety Net Adjustments.

2. By deleting from the clause listed in the first column of the Schedule, the amount in the second column, and inserting the amount in the third column in lieu thereof:

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
	\$	\$
5.5.1	16.30	16.90

Dated 22 August 2008.

G.D. SAVILL,  
Registrar.

Government Printer, Queensland

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