



Australian Hotels Association
WESTERN AUSTRALIA

Restaurant Industry Award 2020 **2021/ 2022 Wage & Allowances Guide**

**Effective from first full pay period commencing
on or after 1 November 2021**

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RESTAURANT INDUSTRY AWARD 2020

This guide contains the minimum wage rates and common allowances applicable to employees employed under the *Restaurant Industry Award 2020 (RIA)* being, employers and their employees in the restaurant industry employed in the classifications defined in Schedule A, to the exclusion of any other modern award.

If you require the details of all terms and conditions, it is recommended you access the full version of the RIA.

Disclaimer:

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PART 1: ADULT WAGE RATES AND ALLOWANCES

COMMON ALLOWANCES/PENALTY RATES

CLAUSE 2 DEFINITIONS

Standard weekly rate means the minimum weekly wage for a Level 4 classification (Cook (tradesperson) grade 3) in Table 3 – Minimum Rates – **\$899.50**

Standard hourly rate means the minimum hourly rate for a Level 4 classification (Cook (tradesperson) grade 3) in Table 3 – Minimum Rates – **\$23.67**

CLAUSE 21 ALLOWANCES

Clause 21.2 **Meal Allowance** **\$13.95 per eligible occasion**

Clause 21.3 **Split Shift Allowance**

A full-time or part-time employee who has a broken working day must be paid an additional allowance of **\$4.50** (representing 0.5% of the standard weekly rate) for each separate work period of two hours or more.

Clause 21.4 **Tool Allowance**

Where an apprentice cook is required to use their own tools, the employer must pay an allowance of **\$1.86 per day** or part thereof up to a maximum of **\$9.11 per week**.

CLAUSE 24 PENALTY RATES

Clause 24.2 Penalty Rates

	Mon - Fri	Saturday	Sunday	Pub Hols
FT/PT	100%	125%	150%	225%
Casual (Intro, Lvl 1 & 2)	125%	150%	150%	250%
Casual (Levels 3 to 6)	125%	150%	175%	250%

The percentages set out in the table above reflect the applicable penalty rate loadings for work performed on particular days. The actual hourly rates have been calculated and are contained in this guide. The casual percentages are inclusive of the 25% casual loading.

IMPORTANT NOTES:

1. From 1 July 2014, the penalty rate for casual employees classified at Introductory Level, Level 1 or Level 2 for work performed on a Sunday was reduced to 150%. However, existing employees (as at 1 July 2014) with contracts specifying a particular rate in excess of a 150% penalty may be contractually entitled to continue to receive that rate. If you are unsure as to whether or not you can reduce the Sunday penalty rate for existing employees, it is recommended that you seek advice.
2. From 1 July 2017, the penalty rate loading for full-time and part-time employees for work performed on a public holiday was reduced from 250% to 225%. Prior to implementing any changes to hourly rates on public holidays, employers should consider whether there are any contractual obligations which require the pre-1 July 2017 public holiday penalty rate loading to be maintained. If you are unsure as to whether such obligations may apply, you should seek professional advice.

Clause 24.2 Late night/early morning penalties (Monday to Friday only):

Work performed between the hours of **10.00pm and midnight** shall be paid an additional **\$2.37 per hour or part hour worked in the penalty period** (representing 10% of the standard hourly rate).

Work performed between **midnight and 6.00am** shall be paid an additional **\$3.55 per hour or part hour worked in the penalty period** (representing 15% of the standard hourly rate).

IMPORTANT NOTE:

1. From 1 July 2017, the timeframe applicable to the penalty for early morning work has been reduced, and only applies to work performed between midnight and 6:00am.

FULL-TIME & PART-TIME EMPLOYEES

CLASSIFICATIONS	MON-FRI (100%)	SATURDAY (125%)	SUNDAY (150%)	PUBLIC HOL. (225%)	OVERTIME (150%)	OVERTIME (175%)	OVERTIME (200%)
Introductory Level							
Introductory	20.33	25.41	30.50	45.74	30.50	35.58	40.66
Level 1							
Food & Beverage Attendant Grade 1	20.92	26.15	31.38	47.07	31.38	36.61	41.84
Kitchen Attendant Grade 1							
Level 2							
Food & Beverage Attendant Grade 2	21.72	27.15	32.58	48.87	32.58	38.01	43.44
Cook Grade 1 (breakfast, grill cook)							
Kitchen Attendant Grade 2							
Clerical Grade 1							
Storeperson Grade 1							
Doorperson & Security Officer Grade 1							
Level 3							
Food & Beverage Attendant Grade 3	22.46	28.08	33.69	50.54	33.69	39.31	44.92
Cook Grade 2							
Kitchen Attendant Grade 3							
Clerical Grade 2							
Storeperson Grade 2							
Timekeeper & Security Officer Grade 2							
Handyperson							
Level 4							
Food & Beverage Attendant Grade 4 (tradesperson)	23.67	29.59	35.51	53.26	35.51	41.42	47.34
Cook Grade 3 (commis chef, qualified chef)							
Clerical Grade 3							
Storeperson Grade 3							
Level 5							
Food & Beverage Supervisor	25.16	31.45	37.74	56.61	37.74	44.03	50.32
Cook Grade 4 (demi chef, first cook)							
Clerical Supervisor							
Level 6							
Cook Grade 5 (chef de partie)	25.83	32.29	38.75	58.12	38.75	45.20	51.66

CASUAL EMPLOYEES

CLASSIFICATIONS (INTRODUCTORY, LEVEL 1, LEVEL 2)	MON-FRI (125%)	SATURDAY (150%)	SUNDAY (150%)	PUBLIC HOL. (250%)	OVERTIME (150%)	OVERTIME (175%)	OVERTIME (200%)
Introductory Level							
Introductory	25.41	30.50	30.50	50.83	30.50	35.58	40.66
Level 1							
Food & Beverage Attendant Grade 1	26.15	31.38	31.38	52.30	31.38	36.61	41.84
Kitchen Attendant Grade 1							
Level 2							
Food & Beverage Attendant Grade 2	27.15	32.58	32.58	54.30	32.58	38.01	43.44
Cook Grade 1 (breakfast, grill cook)							
Kitchen Attendant Grade 2							
Clerical Grade 1							
Storeperson Grade 1							
Doorpersion & Security Officer Grade 1							
CLASSIFICATIONS (LEVEL 3 to LEVEL 6)	MON-FRI (125%)	SATURDAY (150%)	SUNDAY (175%)	PUBLIC HOL. (250%)	OVERTIME (150%)	OVERTIME (175%)	OVERTIME (200%)
Level 3							
Food & Beverage Attendant Grade 3	28.08	33.69	39.31	56.15	33.69	39.31	44.92
Cook Grade 2							
Kitchen Attendant Grade 3							
Clerical Grade 2							
Storeperson Grade 2							
Timekeeper & Security Officer Grade 2							
Handyperson							
Level 4							
Food & Beverage Attendant Grade 4 (tradesperson)	29.59	35.51	41.42	59.18	35.51	41.42	47.34
Cook Grade 3 (commis chef, qualified chef)							
Clerical Grade 3							
Storeperson Grade 3							
Level 5							
Food & Beverage Supervisor	31.45	37.74	44.03	62.90	37.74	44.03	50.32
Cook Grade 4 (demi chef, first cook)							
Clerical Supervisor							
Level 6							
Cook Grade 5 (chef de partie)	32.29	38.75	45.20	64.58	38.75	45.20	51.66

APPRENTICE CHEFS

Classification	MON-FRI (100%)	SATURDAY (125%)	SUNDAY (150%)	PUBLIC HOL. (225%)	OVERTIME (150%)	OVERTIME (175%)	OVERTIME (200%)
First Year	13.02	16.28	19.53	29.30	19.53	22.79	26.04
Second Year	15.39	19.24	23.09	34.63	23.09	26.93	30.78
Third Year	18.94	23.68	28.41	42.62	28.41	33.15	37.88
Fourth Year	22.49	28.11	33.74	50.60	33.74	39.36	44.98

ADULT APPRENTICES

Classification	MON-FRI (100%)	SATURDAY (125%)	SUNDAY (150%)	PUBLIC HOL. (225%)	OVERTIME (150%)	OVERTIME (175%)	OVERTIME (200%)
First Year	18.94	23.68	28.41	42.62	28.41	33.15	37.88
Second Year	20.33	25.41	30.50	45.74	30.50	35.58	40.66
Third Year	20.33	25.41	30.50	45.74	30.50	35.58	40.66
Fourth Year	22.49	28.11	33.74	50.60	33.74	39.36	44.98

NOTE 1: An apprentice under the age of 18 years shall not be required to work overtime unless he/she consents.

NOTE 2: Adult apprentice wage rates apply to apprentices 21 years of age and over who commence their apprenticeship on or after 1 January 2014.

NOTE 3: Apprentice wage rates may be affected by competency-based wage progression. For further details, see clause 18 of the RIA.

PART 2: JUNIOR WAGE RATES

FULL-TIME & PART-TIME JUNIORS				
	MON – FRI (100%)	SATURDAY (125%)	SUNDAY (150%)	PUB HOLDS (225%)
16 YEARS & UNDER				
Introductory	10.17	12.71	15.26	22.88
Level 1	10.46	13.08	15.69	23.54
Level 2	10.86	13.58	16.29	24.44
17 YEARS				
Introductory	12.20	15.25	18.30	27.45
Level 1	12.55	15.69	18.83	28.24
Level 2	13.03	16.29	19.55	29.32
18 YEARS				
Introductory	14.23	17.79	21.35	32.02
Level 1	14.64	18.30	21.96	32.94
Level 2	15.20	19.00	22.80	34.20
Level 3	15.72	19.65	23.58	35.37
Level 4	16.57	20.71	24.86	37.28
Level 5	17.61	22.01	26.42	39.62
19 YEARS				
Introductory	17.28	21.60	25.92	38.88
Level 1	17.78	22.23	26.67	40.01
Level 2	18.46	23.08	27.69	41.54
Level 3	19.09	23.86	28.64	42.95
Level 4	20.12	25.15	30.18	45.27
Level 5	21.38	26.73	32.07	48.11

NOTE 1: The reference to Introductory and Levels 1-5 in Part 2 of this Guide reflect the **WAGE level** for each classification as per clause 18.1 of the RIA, not the Grade level of a particular classification.

NOTE 2: If a junior employee is engaged as a liquor service employee (employed to sell or dispense liquor), they must be paid the full adult rate of pay in accordance with clause 13.5 of the RIA.

NOTE 3: Overtime rates may apply in certain circumstances. Please refer to clause 23 of the RIA for further detail.

CASUAL JUNIORS (INTRODUCTORY TO LEVEL 2)				
	MON - FRI (125%)	SATURDAY (150%)	SUNDAY (150%)	PUB HOLDS (250%)
16 YEARS & UNDER				
Introductory	12.71	15.26	15.26	25.43
Level 1	13.08	15.69	15.69	26.15
Level 2	13.58	16.29	16.29	27.15
17 YEARS				
Introductory	15.25	18.30	18.30	30.50
Level 1	15.69	18.83	18.83	31.38
Level 2	16.29	19.55	19.55	32.58
18 YEARS				
Introductory	17.79	21.35	21.35	35.58
Level 1	18.30	21.96	21.96	36.60
Level 2	19.00	22.80	22.80	38.00
19 YEARS				
Introductory	21.60	25.92	25.92	43.20
Level 1	22.23	26.67	26.67	44.45
Level 2	23.08	27.69	27.69	46.15
CASUAL JUNIORS (LEVELS 3 TO 6)				
	MON - FRI (125%)	SATURDAY (150%)	SUNDAY (175%)	PUB HOLDS (250%)
18 YEARS				
Level 3	19.65	23.58	27.51	39.30
Level 4	20.71	24.86	29.00	41.43
Level 5	22.01	26.42	30.82	44.03
19 YEARS				
Level 3	23.86	28.64	33.41	47.73
Level 4	25.15	30.18	35.21	50.30
Level 5	26.73	32.07	37.42	53.45

NOTE 1: The reference to Introductory and Levels 1-5 in Part 2 of this Guide reflect the **WAGE level** for each classification as per clause 18.1 of the RIA, not the Grade level of a particular classification.

NOTE 2: If a junior employee is engaged as a liquor service employee (employed to sell or dispense liquor), they must be paid the full adult rate of pay in accordance with clause 13.5 of the RIA.

NOTE 3: Overtime rates may apply in certain circumstances. Please refer to clause 23 of the RIA for further detail.

PART 3: TRAINEE WAGE RATES

CERTIFICATE I, II & III				
FULL-TIME TRAINEES				
	MON - FRI	SATURDAY	SUNDAY	PUBLIC HOLIDAYS
School Leaver: Year 10	9.13	11.41	13.70	20.54
School Leaver: Year 11 Year 10: 1 year out	10.06	12.58	15.09	22.64
School Leaver: Year 12 Year 10: 2 years out Year 11: 1 Year out	11.98	14.98	17.97	26.96
Year 10: 3 years out Year 11: 2 years out Year 12: 1 year out	13.94	17.43	20.91	31.37
Year 10: 4 years out Year 11: 3 years out Year 12: 2 years out	16.23	20.29	24.35	36.52
Plus 5 or more years out	18.58	23.23	27.87	41.81
PART-TIME TRAINEES				
	MON - FRI	SATURDAY	SUNDAY	PUBLIC HOLIDAYS
School Leaver: Year 10	11.42	14.28	17.13	25.70
School Leaver: Year 11 Year 10: 1 year out	12.59	15.74	18.89	28.33
School Leaver: Year 12 Year 10: 2 years out Year 11: 1 Year out	14.99	18.74	22.49	33.73
Year 10: 3 years out Year 11: 2 years out Year 12: 1 year out	17.45	21.81	26.18	39.26
Year 10: 4 years out Year 11: 3 years out Year 12: 2 years out	20.28	25.35	30.42	45.63
Plus 5 or more years out	23.22	29.03	34.83	52.25
SCHOOL BASED TRAINEES				
	MON - FRI	SATURDAY	SUNDAY	PUBLIC HOLIDAYS
Year 11 or lower	11.42	14.28	17.13	25.70
Year 12	12.59	15.74	18.89	28.33

NOTE 1: Overtime rates may apply in certain circumstances. Please refer to clause 23 of the RIA for further detail.

CERTIFICATE IV

FULL-TIME TRAINEES

	MON - FRI	SATURDAY	SUNDAY	PUBLIC HOLIDAYS
School Leaver: Year 10	9.48	11.85	14.22	21.33
School Leaver: Year 11 Year 10: 1 year out	10.44	13.05	15.66	23.49
School Leaver: Year 12 Year 10: 2 years out Year 11: 1 Year out	12.44	15.55	18.66	27.99
Year 10: 3 years out Year 11: 2 years out Year 12: 1 year out	14.47	18.09	21.71	32.56
Year 10: 4 years out Year 11: 3 years out Year 12: 2 years out	16.84	21.05	25.26	37.89
Year 10: 5 years out Year 11: 4 years out Year 12: 3 years out	19.28	24.10	28.92	43.38
Adult wages 21+: 1st year	19.30	24.13	28.95	43.43
Adult wages 21+: 2nd year+	20.05	25.06	30.08	45.11

PART – TIME TRAINEES

	MON - FRI	SATURDAY	SUNDAY	PUBLIC HOLIDAYS
School Leaver: Year 10	11.85	14.81	17.78	26.66
School Leaver: Year 11 Year 10: 1 year out	13.07	16.34	19.61	29.41
School Leaver: Year 12 Year 10: 2 years out Year 11: 1 Year out	15.56	19.45	23.34	35.01
Year 10: 3 years out Year 11: 2 years out Year 12: 1 year out	18.11	22.64	27.17	40.75
Year 10: 4 years out Year 11: 3 years out Year 12: 2 years out	21.05	26.31	31.58	47.36
Year 10: 5 years out Year 11: 4 years out Year 12: 3 years out	24.10	30.13	36.15	54.23
Adult wages 21+: 1st year	24.11	30.14	36.17	54.25
Adult wages 21+: 2nd year+	25.06	31.33	37.59	56.39

NOTE 1: Overtime rates may apply in certain circumstances. Please refer to clause 23 of the RIA for further detail.

PART 4: CLASSIFICATION DEFINITIONS

Schedule A provides a description of the duties of each classification which assists in determining an employee's applicable rate of pay.

Below is an extract of Schedule A – Classification Definitions

A.1 INTRODUCTORY LEVEL

Introductory level means a worker who enters the industry and is unable to meet the competency requirements of Level 1. Such an employee will remain in this level for a maximum of three months. Provided that an additional three months may be served at this level by mutual agreement between the employer and the employee. Further, if any disagreement arises from this provision it will be determined in accordance with clause 9 – Dispute resolution.

A.2 Food and beverage stream

A.2.1 Food and beverage attendant grade 1 means an employee who is engaged in any of the following:

- (a) picking up glasses;
- (b) general assistance to food and beverage attendants of a higher grade not including service to customers;
- (c) removing food plates;
- (d) setting and/or wiping down tables; and
- (e) cleaning and tidying of associated areas.

A.2.2 Food and beverage attendant grade 2 means an employee who has not achieved the appropriate level of training and who is engaged in any of the following:

- (a) supplying, dispensing or mixing of liquor;
- (b) assisting in the cellar;
- (c) undertaking general waiting duties of both food and/or beverage including cleaning of tables;
- (d) receipt of monies;
- (e) attending a snack bar;
- (f) delivery duties;
- (g) taking reservations, greeting and seating guests.

A.2.3 Food and beverage attendant grade 3 means an employee who has the appropriate level of training and is engaged in any of the following:

- (a) supplying, dispensing or mixing of liquor;
- (b) assisting in the cellar;
- (c) undertaking general waiting duties of both food and/or beverage including

- cleaning of tables;
- (d) receipt of monies;
- (e) assisting in the training and supervision of food and beverage attendants of a lower grade;
- (f) delivery duties; and
- (g) taking reservations, greeting and seating guests.

A.2.4 Food and beverage attendant grade 4 (tradesperson) means an employee who has the appropriate level of training and who carries out specialised skilled duties in a fine dining room or restaurant.

A.2.5 Food and beverage supervisor means an employee who has the appropriate level of training including a supervisory course and who has the responsibility for supervision, training and co-ordination of food and beverage staff, or stock control for a bar or series of bars.

A.3 Kitchen stream

A.3.1 Kitchen attendant grade 1 means an employee engaged in any of the following:

- (a) general cleaning duties within a kitchen or food preparation area and scullery, including the cleaning of cooking and general utensils used in a kitchen and restaurant;
- (b) assisting employees who are cooking;
- (c) assembling and preparing ingredients for cooking; and
- (d) general pantry duties.

A.3.2 Kitchen attendant grade 2 means an employee who has the appropriate level of training, and who is engaged in specialised non-cooking duties in a kitchen or food preparation area, or supervision of kitchen attendants.

A.3.3 Kitchen attendant grade 3 means an employee who has the appropriate level of training including a supervisory course and has the responsibility for the supervision, training and co-ordination of kitchen attendants of a lower grade.

A.3.4 Cook grade 1 means an employee who carries out cooking of breakfasts and snacks, baking, pastry cooking or butchering.

A.3.5 Cook grade 2 means an employee who has the appropriate level of training and who performs cooking duties including baking, pastry cooking or butchering.

A.3.6 Cook grade 3 (tradesperson) means a commi chef or equivalent who has completed an apprenticeship or who has passed the appropriate trade test or who has the appropriate level of training, and who is engaged in cooking, baking, pastry cooking or butchering duties.

A.3.7 Cook grade 4 (tradesperson) means a demi chef or equivalent who has completed an apprenticeship or has passed the appropriate trade test or who has the appropriate level of training and who is engaged to perform general or specialised cooking, butchering, baking or pastry cooking duties and/or supervises and trains other cooks and kitchen employees.

A.3.8 Cook grade 5 (tradesperson) means a chef de partie or equivalent who has completed an apprenticeship or has passed the appropriate trade test in cooking or who has the appropriate level of training in cooking, butchering, baking or pastry cooking and has completed additional appropriate training and who performs any of the following:

- (a) general and specialised duties including supervision or training of other kitchen staff;
- (b) ordering and stock control; and
- (c) solely responsible for other cooks and other kitchen employees in a single kitchen establishment.

A.4 Administrative and general stream

A.4.1 Clerical grade 1 means an employee who is required to perform basic clerical and routine office duties such as collating, filing, photocopying and delivering messages.

A.4.2 Clerical grade 2 means an employee who is engaged in general clerical or office duties, such as typing, filing, basic data entry and calculating functions.

A.4.3 Clerical grade 3 means an employee who has the appropriate level of training and who performs any of the following:

- (a) operates adding machines, switchboard, paging system, telex machine, typewriter or calculator;
- (b) uses knowledge of keyboard and function keys to enter and retrieve data through computer terminal;
- (c) copy types at 25 words per minute with 98% accuracy;
- (d) maintains mail register and records;
- (e) maintains established paper-based filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;
- (f) transcribes information into records, completes forms, takes telephone messages;
- (g) acquires and applies a working knowledge of office or sectional operating procedures and requirements;
- (h) acquires and applies a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locates appropriate staff in different sections, relays internal information, responds to or redirects inquiries, greets visitors;
- (i) keeps appropriate records; and
- (j) sorts, processes and records original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis; maintains and records petty cash; prepares bank deposits and withdrawals and does banking.

and who has the appropriate level of training and also performs any of the following:

- (k) operates computerised radio telephone equipment, micro/personal computer, printing devices attached to personal computer, dictaphone equipment, typewriters;

- (l) produces documents and correspondence using knowledge of standard formats, touch types at 40 words per minute with 98% accuracy, audio types;
- (m) uses one or more software application package(s) developed for a micro/personal computer to operate and populate a database, spreadsheet/worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities of personal computer;
- (n) follows standard procedures or template for the preceding functions using existing models/fields of information. Creates, maintains and generates simple reports;
- (o) uses a central computer resource to an equivalent standard;
- (p) uses one or more software packages to create, format, edit, proof read, spell check, correct, print and save text documents, e.g. standard correspondence and business documents;
- (q) takes shorthand notes at 70 wpm and transcribes with 95% accuracy;
- (r) arranges travel bookings and itineraries, makes appointments, screens telephone calls, follows visitor protocol procedures, establishes telephone contact on behalf of executive;
- (s) applies a working knowledge of the organisation's products/services, functions, locations and clients;
- (t) responds to and acts upon most internal/external inquiries in own function area;
- (u) uses and maintains a computer-based record management system to identify, access and extract information from internal sources; maintains circulation, indexing and filing systems for publications, reviews files, closes files, archives files; and
- (v) maintains financial records and journals, collects and prepares time and wage records; prepares accounts queries from debtors; posts transactions to ledger.

A.4.4 Clerical supervisor means an employee who has the appropriate level of training including a supervisory course and who co-ordinates other clerical staff.

A.5 Stores stream

- A.5.1 Storeperson grade 1** means an employee who receives and stores general and perishable goods and cleans the store area.
- A.5.2 Storeperson grade 2** means an employee who, in addition to the duties for a storeperson grade 1, may also operate mechanical lifting equipment such as a fork lift and/or who may perform duties of a more complex nature.
- A.5.3 Storeperson grade 3** means an employee who has the appropriate level of training and who:
- (a) implements quality control techniques and procedures;
 - (b) understands and is responsible for a stores/warehouse area or a large section of such an area;
 - (c) has a highly developed level of interpersonal and communications skills;
 - (d) is able to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and

induction;

- (e) exercises discretion within the scope of this grade; and
- (f) may exercise skills attained through the successful completion of an appropriate warehousing certificate;

and may perform indicative tasks at this level such as:

- (g) liaising with management, suppliers and customers with respect to stores operations; detailing and co-ordinating activities of other storepersons and acting in a leading hand capacity for in excess of 10 storepersons;
- (h) maintaining control registers including inventory control and being responsible for preparation and reconciliation of regular reports or stock movements, dispatches, etc; and
- (i) supervises the receipt and delivery of goods, records, outgoing goods, responsible for the contents of a store.

A.6 Security stream

A.6.1 Doorperson/security officer grade 1 means a person who assists in maintenance of dress standards and good order at an establishment.

A.6.2 Timekeeper/security officer grade 2 means a person who is responsible for timekeeping of staff, for the security of keys, for the checking in and out of delivery vehicles and/or for the supervision of doorperson/security officer grade 1 personnel.

A.7 Handyperson

A.7.1 Handyperson means a person who is not a tradesperson and whose duties include the performance of routine repair work and maintenance in and about the employer's premises.