



Please note – This is a previous WA award summary and does not contain the current rates of pay

WA award summary

Cleaners and Caretakers Award

1 July 2020 – 31 December 2020

About this award summary

This WA award summary is a summary of the state Cleaners and Caretakers Award and does not include all obligations required by the award. It is important that you also refer to the full Cleaners and Caretakers Award that is available on the WA Industrial Relations Commission website www.wairc.wa.gov.au

Provisions of other employment legislation also apply to employees and have been included in this WA award summary where appropriate. You may need to refer to the *Minimum Conditions of Employment Act 1993*, the *Long Service Leave Act 1958*, and the *Industrial Relations Act 1979* for full details.

This document is formatted for viewing on the Wageline website and contains web links to other relevant information. If you are using a printed copy in which links are not visible, all additional information can be found at www.dmirs.wa.gov.au/wageline or by contacting Wageline on 1300 655 266.

This WA award summary includes information on the provisions of the COVID-19 General Order issued by the Western Australian Industrial Relations Commission (WAIRC) on 14 April 2020 which applies until 31 March 2021 unless extended, and information on the provisions of the COVID-19 JobKeeper General Order issued by the WAIRC on 15 May 2020 which applies until 28 March 2021 unless extended.

**How can
we help?**





Three Step Check: to make sure this WA award summary is relevant to you

| | |
|--|--|
| <p>Step 1 Is the business in the state system?</p> | <p>This WA award summary applies to businesses in the state industrial relations system. It covers businesses which operate as:</p> <ul style="list-style-type: none"> ✓ sole traders (e.g. Jane Smith trading as Jane’s Club) ✓ unincorporated partnerships (e.g. Jane and Bob Smith trading as Jane’s Club) ✓ unincorporated trust arrangements (e.g. Jane and Bob Smith as trustees for Jane’s Club) ✓ incorporated associations and other non-profit bodies that are not trading or financial corporations <p>This summary does not cover businesses and organisations in the national system which operate as:</p> <ul style="list-style-type: none"> ✗ Pty Ltd businesses that are trading or financial corporations (e.g. Smith Pty Ltd trading as Jane’s Club) ✗ incorporated partnerships or incorporated trusts ✗ incorporated associations and other not-for-profit bodies that are trading or financial corporations <p>For more information visit the Guide to who is in the WA state system page. If the business or organisation is in the national system visit the Fair Work Ombudsman website www.fairwork.gov.au</p> |
| <p>Step 2 Is the business covered by the Cleaners and Caretakers Award?</p> | <p>The Cleaners and Caretakers Award applies to churches, clubs, local government, societies and/or organisations and private industry employers in the state industrial relations system.</p> |
| <p>Step 3 Is the employee’s job covered by the Cleaners and Caretakers Award?</p> | <p>The Cleaners and Caretakers Award sets pay rates, working hours and other employment arrangements for employees working as:</p> <ul style="list-style-type: none"> ✓ Cleaners or caretakers ✓ Window cleaners ✓ Security guards or lift attendants and other attendants. <p>The award does not apply to any employee otherwise covered by the:</p> <ul style="list-style-type: none"> ✓ Contract Cleaners Award ✓ Cleaners and Caretakers (Car and Caravan Parks) Award or ✓ Security Officers Award |



Employers covered by this WA award are legally required to keep employment records. Employers can be fined up to \$5,000 for not keeping employment records, for keeping inadequate or fraudulent records, or for not providing records to Industrial Inspectors when required to do so. Page 6 details record keeping requirements.

The Cleaners and Caretakers Award is a legal document that outlines the minimum wages and conditions of employment that must be provided to employees who are covered by the award. Employers and employees cannot agree to lesser conditions.

Industrial Inspectors at the Department of Mines, Industry Regulation and Safety have statutory powers to investigate employee complaints about underpayment of wages or leave entitlements under this WA award and state employment laws. The department can prosecute employers in the Industrial Magistrates Court for not paying the rates of pay, including overtime, penalty rates and allowances required by this WA award.

Employees who believe that they have been underpaid, or wish to make an anonymous report of wage theft, should visit the [Making a complaint about underpayment of wages or entitlements](#) page for more information.



Rates of pay

All rates of pay are gross rates (before tax). Current rates applied from the first pay period on or after **1 July 2020**. The 2020 State Wage Order increased pay rates effective from the first pay period on or after 1 January 2021.

Rates of pay – applicable from the first pay period on or after 1 July 2020 until end of last pay period commenced in December 2020 (new rates applied from first pay period on or after 1 January 2021).

| | Age | Rate | Weekly | Hourly | Casual |
|--------------------------------|----------|------|----------|---------|---------|
| Cleaner | Adult | 100% | \$763.40 | \$20.09 | \$24.11 |
| | 20 years | 90% | \$687.06 | \$18.08 | \$21.70 |
| | 19 years | 80% | \$610.72 | \$16.07 | \$19.29 |
| | 18 years | 70% | \$534.38 | \$14.06 | \$16.88 |
| | 17 years | 60% | \$458.04 | \$12.05 | \$14.46 |
| Caretaker | Adult | 100% | \$781.40 | \$20.56 | \$24.68 |
| | 20 years | 90% | \$703.30 | \$18.51 | \$22.21 |
| | 19 years | 80% | \$625.10 | \$16.45 | \$19.74 |
| | 18 years | 70% | \$547.00 | \$14.39 | \$17.27 |
| | 17 years | 60% | \$468.80 | \$12.34 | \$14.80 |
| Security Guard | Adult | 100% | \$761.00 | \$20.03 | \$24.03 |
| | 20 years | 90% | \$684.90 | \$18.02 | \$21.63 |
| | 19 years | 80% | \$608.80 | \$16.02 | \$19.23 |
| | 18 years | 70% | \$532.70 | \$14.02 | \$16.82 |
| | 17 years | 60% | \$456.60 | \$12.02 | \$14.42 |
| Security Guard (mobile) | Adult | 100% | \$778.10 | \$20.48 | \$24.57 |
| | 20 years | 90% | \$700.30 | \$18.43 | \$22.11 |
| | 19 years | 80% | \$622.50 | \$16.38 | \$19.66 |
| | 18 years | 70% | \$544.70 | \$14.33 | \$17.20 |
| | 17 years | 60% | \$466.90 | \$12.29 | \$14.74 |
| Security Guard/Cleaner | Adult | 100% | \$762.10 | \$20.06 | \$24.07 |
| | 20 years | 90% | \$685.90 | \$18.05 | \$21.66 |
| | 19 years | 80% | \$609.70 | \$16.04 | \$19.25 |
| | 18 years | 70% | \$533.50 | \$14.04 | \$16.85 |
| | 17 years | 60% | \$457.30 | \$12.03 | \$14.44 |
| Window Cleaner | Adult | 100% | \$769.30 | \$20.24 | \$24.29 |
| | 20 years | 90% | \$692.40 | \$18.22 | \$21.87 |
| | 19 years | 80% | \$615.40 | \$16.19 | \$19.43 |
| | 18 years | 70% | \$538.50 | \$14.17 | \$17.01 |
| | 17 years | 60% | \$461.60 | \$12.15 | \$14.58 |
| Lift Attendant | Adult | 100% | \$758.50 | \$19.96 | \$23.95 |
| | 20 years | 90% | \$682.70 | \$17.97 | \$21.56 |
| | 19 years | 80% | \$606.80 | \$15.97 | \$19.16 |

| | Age | Rate | Weekly | Hourly | Casual |
|---------------------------|----------|------|----------|---------|---------|
| | 18 years | 70% | \$531.00 | \$13.97 | \$16.77 |
| | 17 years | 60% | \$455.10 | \$11.98 | \$14.37 |
| Attendant | Adult | 100% | \$753.80 | \$19.84 | \$23.80 |
| | 20 years | 90% | \$678.40 | \$17.85 | \$21.42 |
| | 19 years | 80% | \$603.00 | \$15.87 | \$19.04 |
| | 18 years | 70% | \$527.70 | \$13.89 | \$16.66 |
| | 17 years | 60% | \$452.30 | \$11.90 | \$14.28 |
| Lavatory Assistant | Adult | 100% | \$761.50 | \$20.04 | \$24.05 |
| | 20 years | 90% | \$685.40 | \$18.04 | \$21.64 |
| | 19 years | 80% | \$609.20 | \$16.03 | \$19.24 |
| | 18 years | 70% | \$533.10 | \$14.03 | \$16.83 |
| | 17 years | 60% | \$456.90 | \$12.02 | \$14.43 |

Please note the award also provides rates for employees who are 16 years of age and under.



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Meal breaks

- An employee must receive a meal break of not less than 30 minutes but not more than one hour between 12:00pm and 2:15pm.
- This clause does not apply to Security Guards, Security Guard/Cleaners or Security Guards (mobile) whose crib time must be taken in the employer's time.



Hours and overtime

Ordinary hours – cleaners

The ordinary hours for a **cleaner** are:

- An average of 38 hours per week with the hours actually worked being 40 per week or 80 per fortnight to be worked eight hours per day on any five days of the week or 10 days of the fortnight.
- Worked with two hours of each week's work accruing as an entitlement to a maximum of 12 accrued days off in each 12 month period.
- A maximum of eight hours per day Monday to Friday inclusive and four hours on Saturday.
- Worked between 6:00am and 7:00pm Monday to Friday (provided that if an employee works a five day week, work may be performed until 7:30pm on Friday).
- Worked between 6:00am and 1:00pm on Saturdays. Any ordinary hours worked on a Saturday between 6:00am and 1:00pm must be paid at the rate of time and one quarter.

Overtime – cleaners

- All overtime worked in excess of the ordinary hours prescribed must except as otherwise provided be paid for at the rate of time and one half for the first two hours and double time after that. All overtime worked on Sundays must be paid at the rate of double time.
- All hours worked by a part time employee beyond the ordinary rostered hours for that day must be paid at overtime rates.

Hours and overtime – other classifications

- Different ordinary hours arrangements, overtime rates and weekend rates apply to **security guards, and attendants**. See clauses 2.1.5 and 2.1.6 of the Cleaners and Caretakers Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au

COVID-19 JobKeeper General Order

The COVID-19 JobKeeper General Order issued by the Western Australian Industrial Relations Commission on 15 May 2020 has introduced temporary provisions for employers and employees who are participating in the Commonwealth JobKeeper scheme.

The state system JobKeeper provisions allow employers to give certain directions to employees and make certain requests of them, including provisions that allow employers to:

- issue a 'JobKeeper enabling direction' to temporarily alter or reduce an employee's working hours (which may be reduced to nil), change an employee's duties and change their location of work; and
- request that an employee change their days/times of work.

There are a range of specific rules and requirements about the state system JobKeeper provisions. The [State system COVID-19 JobKeeper provisions](#) page of the Wageline website has detailed information.

These new provisions apply from 15 May 2020 until 28 March 2021, unless extended.



Allowances

| Allowance | When allowance is paid | Rate |
|---------------------------|---|--|
| Meal Money | <ul style="list-style-type: none">○ If required to work overtime for more than two hours, without notification the previous day or earlier, must be supplied with a meal by the employer or be paid allowance.○ If a second or subsequent meal is required the employee must be supplied with a second meal or paid \$6.20. | Meal money of \$9.05 per occasion and \$6.20 per second or subsequent meal. |
| Location Allowance | Where working in certain regional towns in Western Australia (paid on a proportionate basis to casual/part time employees and apprentices). | Visit the Location Allowance page for the amount for each town or Clause 3.6 of the Award |
| Split Shift allowance | If an employee is required to carry out the ordinary hours of duty per day in more than one shift and if the break is not less than three hours. This allowance does not apply to caretakers. | \$3.15 per day |
| Leading Hand Allowance | If a full time employee is placed in charge of other employees, they must be paid a weekly leading hand allowance. | See Clause 3.1 of the Cleaners and Caretakers Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au |
| Toilet Cleaning Allowance | If an employee is required to clean toilets they must be paid an allowance based on the number of toilets cleaned: <ul style="list-style-type: none">○ 5 toilets but less than 10 toilets per day○ 10 toilets but less than 30 toilets per day○ 30 toilets but less than 50 toilets per day○ 50 toilets or greater per day | \$4.40 per week \$13.10 per week \$26.10 per week \$32.70 per week |

Other allowances

The Cleaners and Caretakers Award contains a range of other allowances which apply to specific working arrangements. Please view the award on the WA Industrial Relations Commission website www.wairc.wa.gov.au for details.



Employment records

- Employers are legally required to keep employment records which demonstrate that employees have been paid all entitlements under the Cleaners and Caretakers Award and relevant legislation.
- Employers must keep all employment records for at least seven years after they are made for both current and past employees. Records relating to long service leave must be kept for seven years from the date employment ends.
- Employers can be fined up to \$5,000 by the Industrial Magistrates Court for not keeping employment records or for keeping inadequate or fraudulent records. Employers often fail to keep sufficient detail in their employment records.
- Employers must keep records that detail:
 - Employee's name
 - Date of birth if under 21 years of age
 - Date employee commenced with the employer
 - Total number of hours worked each week
 - The gross and net amounts paid to the employee
 - All information required to calculate long service leave entitlements and payment
 - All pay deductions and reasons for them
 - Name of WA award that applies
 - Daily start and finish time and meal breaks taken
 - Employment status (full time, part time, casual)
 - Employee's classification under the award
 - All leave taken, whether paid, partly paid or unpaid
 - Any other information necessary to prove that the wages received by an employee comply with the requirements of the Cleaners and Caretakers Award, such as overtime hours worked and allowances paid. Contact [Wageline](#) or view the full Cleaners and Caretakers Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au for details.
- Employment records can be written or electronic as long as they are in a form that can be printed. Time and wage books can be used to keep employment records, however, it is the employer's responsibility to ensure the time and wage book includes all of the required information.
- The records must be in English.
- Wageline's [Employment record obligations for WA award employers](#) publication helps state system employers keep correct employment records. The publication features helpful step by step guides to record keeping and Wageline's new look [record keeping templates](#).



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 it was not a public holiday.
- Under this award 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 paid at the rate of double time and a half.
- Visit the [Public Holidays in Western Australia](#) page to view the public holiday dates.



Deductions from pay

An employer may deduct from an employee's pay an amount:

- the employer is authorised, in writing, by the employee to deduct and pay on behalf of the employee;
- the employer is authorised to deduct and pay on behalf of the employee under the relevant WA award; or
- the employer is authorised or required to deduct by law or a court order.



Employment of children

- If the business is not a shop, restaurant, fast food or takeaway food outlet the minimum age for employment is 15 years old.
- A child who is 13 or 14 years old may work in a shop, restaurant, fast food or takeaway food outlet between 6 am and 10 pm (excepting school hours) if the employer has obtained written permission from their parent or guardian. Visit the [Employment of children laws in WA – shop, restaurant, fast food or takeaway food businesses](#) page for more information.
- School aged children must not be employed during school hours, unless participating in a school program.
- A child under 18 must not be employed in a job that jeopardises their wellbeing.



Leave entitlements

Quick reference guide

| Leave entitlement | Full time | Part time | Casual |
|------------------------|-----------|-----------|--------|
| Paid annual leave | ✓ | ✓ | ✗ |
| Sick and carer's leave | ✓ | ✓ | ✗ |
| Unpaid carer's leave | ✓ | ✓ | ✓ |
| Bereavement leave | ✓ | ✓ | ✓ |
| Unpaid parental leave | ✓ | ✓ | ✓ |
| Long service leave | ✓ | ✓ | ✓ |
| Unpaid pandemic leave | ✓ | ✓ | ✓ |

This WA award summary covers the basic leave entitlements for employees covered by the Cleaners and Caretakers Award but does **not** include all details on leave obligations and entitlements. Full details of conditions are contained in the Cleaners and Caretakers Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au the *Minimum Conditions of Employment Act 1993* and the *Long Service Leave Act 1958*.

Parental leave

Employees, including eligible casual employees, are entitled to the unpaid parental leave entitlements in the National Employment Standards of the *Fair Work Act 2009*, as well as a number of more beneficial conditions contained in the *Minimum Conditions of Employment Act 1993* (a return to work after parental leave on a modified basis and a reversion to pre-parental leave working conditions). Visit the [Parental leave](#) page for more details.

Bereavement leave

- All employees, including casual employees, are entitled to two days' paid bereavement leave on the death of a spouse, de facto partner, parent, step-parent, grandparent, child, step-child, grandchild, sibling or any other member of the employee's household. The two days need not be consecutive.
- Bereavement leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.
- The Cleaners and Caretakers Award also contains bereavement leave provisions which in some circumstances may provide additional entitlements to an employee. Please consult the award for details.

Long service leave

- Long service leave is a paid leave entitlement for employees who have continuous employment with 'one and the same employer' for a specified period. Full time, part time and casual employees are entitled to long service leave under the *Long Service Leave Act 1958*.
- To be entitled to long service leave an employee's employment with their employer must be continuous. The amount of their long service leave is determined by the employee's period of continuous employment.
- There are a range of paid and unpaid absences or interruptions to an employee's employment that count towards the employee's period of employment for the purposes of accruing long service leave. Some other types of absences do not break an employee's continuous employment, but do not count towards an employee's period of employment for the purposes of accruing long service leave. See the [Long service leave – What is continuous employment](#) page for more information.
- 'The one and the same employer' also includes employers who previously owned a business, where there has been a transmission of business. This means an employer who buys or otherwise acquires a business or part of a business will take on the long service leave obligations for existing employees if there has been a transmission of business. This applies regardless of anything written in a sale of business contract.

| Taking long service leave | |
|--|---|
| <p>The long service leave entitlement for full time, part time and casual employees is:</p> <ul style="list-style-type: none"> • after 10 years of continuous employment with the one and the same employer – $8^{2/3}$ (8.667) weeks of leave on ordinary pay; and • for every 5 years of continuous employment with the one and the same employer after the initial 10 years – $4^{1/3}$ (4.333) weeks of leave on 'ordinary pay'. | |
| When employment ceases | |
| Employee with between 7 and 10 years of continuous employment | <p>When an employee with at least 7 but less than 10 years of continuous employment resigns or is terminated, they are entitled to pro rata long service leave on the basis of $8^{2/3}$ (8.667) weeks for 10 years of continuous employment. This entitlement:</p> <ul style="list-style-type: none"> • is calculated on the employee's entire period of employment; that is, years, months, weeks and days; • applies to employees who resign, are made redundant, die or whose employer has terminated them for any reason other than serious misconduct; and • does not apply to an employee whose employer has terminated them for serious misconduct. |
| Employee with 10 or more years of continuous employment | <p>Full entitlement – 10 years or more of continuous employment</p> <p>An employee who resigns or whose employment is terminated for any reason is entitled to:</p> <ul style="list-style-type: none"> • $8^{2/3}$ (8.667) weeks of leave if they have completed 10 years of continuous employment • an additional $4^{1/3}$ (4.333) weeks of leave for each subsequent 5 years after the initial 10 years of continuous employment. <p>Pro-rata entitlement – more than 10 years of continuous employment</p> <p>When an employee with more than 10 years but less than 15 years of continuous employment resigns or is terminated, they are entitled to pro rata leave. This entitlement:</p> <ul style="list-style-type: none"> • is calculated on the basis of $8^{2/3}$ weeks for 10 years of continuous employment for each year of employment since they completed 10 years of continuous employment; • is calculated on completed years of employment only; that is, it does not include months, weeks or days; and • does not apply to an employee whose employer has terminated them for serious misconduct. <p>This pro rata entitlement (calculated on the basis of $8^{2/3}$ weeks for 10 years of continuous employment) will also apply to each year of employment since an employee completed 15, 20, 25, 30, 35 years etc. of employment.</p> |

- The [Long service leave](#) pages of the Wageline website contain extensive information on:
 - What counts as continuous employment, including details on the impact of various types of paid and unpaid absences or interruptions on continuous employment
 - What happens when business ownership changes
- The [WA long service leave calculator](#) can provide an estimate of an employee's long service leave entitlement when employment ends as a result of resignation, dismissal, death or redundancy. The WA long service leave calculator is available at www.dmirs.wa.gov.au/lslcalculator.

Annual leave

- Annual leave is a minimum entitlement in the *Minimum Conditions of Employment Act* and the Cleaners and Caretakers Award sets out additional requirements regarding annual leave and annual leave loading.
- Full time employees are entitled to a minimum of four weeks of paid annual leave for each year of completed service, up to 152 hours. Part time employees are entitled to a minimum of four weeks of paid annual leave per year paid on a pro rata basis according to the number of hours they are required ordinarily to work in a four week period.
- Security Guards, Security Guard/Cleaners, Security Guards (Mobile) and Rest Room Attendants receive an additional week of annual leave each year.
- Casual employees are not entitled to paid annual leave. Casual employees are entitled to four weeks of unpaid annual leave for every 12 months service.
- During a period of annual leave an employee must be paid annual leave loading of 17.5%. However if the employee would have received additional rates greater than the 17.5% loading for work in ordinary hours had they not been on leave, the additional rates must be added paid in lieu of leave loading.
- Annual leave loading is not payable on any unused annual leave paid out on termination.
- Annual leave accrues on a weekly basis:
 - A full time employee working a 38 hour week accrues 2.923 hours of annual leave for each completed week of work.
 - A part time employee accrues the relevant proportion of 2.923 hours annual leave for each completed week of work.
 - Employees under this award who receive additional leave will accrue leave at a different rate, see the award for details.
 - Visit Wageline's [Annual leave calculation guide](#) to work out annual leave entitlements.
- Wageline's [Employment record obligations for WA award employers](#) publication includes a leave record template.
- The COVID-19 General Order has implemented new annual leave flexibility provisions enabling employers and employees to agree to an employee taking twice as much annual leave at half pay or to agree for the employee to take annual leave in advance.
- These provisions apply to all full time and part time employees covered by this WA award effective from 14 April 2020 until 31 March 2021, unless extended.
- The annual leave at half pay provisions in the COVID-19 General Order are:
 - Instead of an employee taking paid annual leave at full pay, the employee and their employer may agree to the employee taking twice as much leave at half pay.

Example: Instead of an employee taking one week's annual leave at full pay, the employee and their employer may agree to the employee taking two weeks' annual leave at half pay. In this example:

 - the employee's pay for the two weeks' leave is the same as the pay the employee would have been entitled to for one week's leave at full pay; and
 - one week of leave is deducted from the employee's annual leave accrual.
 - Any agreement to take twice as much annual leave at half pay must be recorded in writing and signed by the employee (and a parent/guardian if the employee is under 18).
 - The employer must keep the written agreement as part of the employee's employment record.
 - The agreed period of leave must start before 31 March 2021, but may end after that date.

- The granting annual leave in advance provisions in the COVID-19 General Order are:
 - An employee and employer may agree to an employee taking a period of annual leave in advance of the entitlement being accrued if all of the following conditions are met:
 - any agreement to annual leave in advance must be recorded in writing and signed by the employee (and a parent/guardian if the employee is under 18); and
 - the written agreement must state the amount of leave to be taken in advance and the date on which the leave will commence; and
 - the employer must keep the written agreement as part of the employee's employment record.
 - If, on the termination of the employee's employment, the employee has not accrued an entitlement to all of the period of paid annual leave taken in advance, the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued. This provision will continue to apply notwithstanding the expiration of the General Order.
 - Where an agreement has been reached under this clause and the leave commenced before the expiration of the General Order, then the arrangement may continue to operate for the period agreed between the parties.

Sick and carer's leave

- Sick and carer's leave entitles a full time or part time employee to paid time off work due to either illness or injury to themselves (sick leave), or because they have to care for an ill or injured family or household member (carer's leave).
- Full time and part time employees are entitled to paid sick and carer's leave equal to the number of hours they would ordinarily work in a two week period, up to 76 hours per year. Sick and carer's leave is a cumulative entitlement, and any leave not taken in one year can be carried over to the next year.
- Sick and carer's leave accrues on a weekly basis for full and part time employees.
- In the first year of employment, a full time or part time employee can use any paid sick and carer's leave that they have accrued to date for caring purposes.
- In the second and subsequent years of employment, a full time employee can only use a maximum of 76 hours of their accrued sick leave entitlement for caring purposes, or a part time employee the relevant proportion of 76 hours based on their ordinary hours of work.
- An employee is entitled to up to two days of unpaid carer's leave per occasion if an employee does not have sufficient paid leave accrued or has exceeded the maximum amount of carer's leave that can be taken in any 12 month period.
- Casual employees are not entitled to paid sick leave or paid carer's leave. Casual employees can access up to two day's unpaid carer's leave per occasion.
- Sick and carer's leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.
- Wageline's [Sick leave calculation guide](#) can assist with calculating sick and carer's leave entitlements.
- Wageline's [Employment record obligations for WA award employers](#) publication includes a leave record template.

Unpaid pandemic leave

- The COVID-19 General Order has implemented a new entitlement to unpaid pandemic leave for all employees working under this WA award. The new provision is effective from 14 April 2020 and applies until 31 March 2021 unless extended.
- The unpaid pandemic leave provisions in the COVID-19 General Order are:
 - (1) Subject to subclauses (2) and (3), an employee is entitled to take up to two weeks' unpaid leave if the employee is required, by government or medical authorities or acting on the advice of a medical practitioner, to self-isolate or is otherwise prevented from working by measures taken by government or medical authorities in response to the COVID-19 pandemic. An employer and employee may agree that the employee may take more than two weeks' unpaid pandemic leave.
 - (2) The employee must give their employer notice of the taking of leave under subclause (1) and of the reason the employee requires the leave, as soon as practicable. This may be a time after the leave has started.

- (3) The employee who has given their employer notice of taking leave under subclause (1) must, if required by the employer, give the employer evidence that would satisfy a reasonable person that the leave is taken for a reason given in subclause (1).
- (4) Leave taken under subclause (1) does not affect any other paid or unpaid leave entitlement of the employee and counts as service for the purposes of entitlements.
- (5) Such leave:
 - (a) is available in full immediately rather than accruing progressively during any period of service;
 - (b) will be available until 31 March 2021 (unless extended by further variation depending on the duration of the COVID-19 pandemic);
 - (c) will be available to full time, part time and casual employees (it is not pro rata); and
 - (d) must start before 31 March 2021, but may end after that date.
- (6) It is not necessary for employees to exhaust their paid leave entitlements before accessing unpaid pandemic leave.
- (7) Such unpaid leave does not operate on a 'per occasion' basis and is available once for those employees compelled to self-isolate, even if they are required to self-isolate on more than one occasion.
- (8) Those caring for others who are compelled to self-isolate are not entitled to unpaid pandemic leave.



Resignation, termination and redundancy

Resignation by the employee

- Casual employees must provide one hour's notice of resignation.
- Full time and part time employees must provide one day's notice during a probationary period of three months or less.
- If the employee is not on a probationary period, the Cleaners and Caretakers Award does not specify a particular notice period that employees must give to the employer if they resign.

Termination

- An employer is required to give a casual employee one hours' notice of termination or one hour's pay in lieu of such notice.
- Except in cases of serious misconduct, an employer is required to give full time and part time employees the following period of notice of termination (or payment in lieu):

| Period of continuous service | Notice period |
|--|---------------|
| Not more than 1 year | 1 week |
| More than 1 year but not more than 3 years* | 2 weeks |
| More than 3 years but not more than 5 years* | 3 weeks |
| More than 5 years* | 4 weeks |

*Employees over 45 years of age with two or more years of continuous service must receive an additional week's notice.

Redundancy

- An employee is redundant when their employer has made a definite decision that they no longer wish the job the employee has been doing to be done by anyone.
- An employer has a number of obligations in redundancy situations and may be required to pay severance pay. Visit the [Redundancy](#) page for redundancy obligations.
- Clause 5.3.4 of the Cleaners and Caretakers Award provides severance payments based on years of service. Please consult the award on the WA Industrial Relations Commission website www.wairc.wa.gov.au

Dismissal requirements

- Under state laws, employees cannot be dismissed if to do so would be harsh, unfair or oppressive. There must be a valid and fair reason for dismissal, such as:
 - consistent unsatisfactory work performance (which has been raised with the employee and the employee given further training and an opportunity to improve their work performance)
 - inappropriate behaviour or actions or
 - serious misconduct.
- The [Dismissal information](#) page outlines obligations and requirements when an employee is terminated.

Not the current Wage rates

Disclaimer

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