Certification of multi-business agreement.

CERTIFICATION OF AGREEMENT

In accordance with section 170LC of the Workplace Relations Act 1996, the Commission hereby certifies the attached written agreement between:

* the Liquor, Hospitality and Miscellaneous Union (the LHMU);

* all employees eligible to be members of the LHMU employed by the employers listed in Schedule B to the agreement except those employees listed in Schedule A to the agreement; and

* the employers listed in Schedule B to the agreement.

This agreement shall come into force on 19 October 2004 and shall remain in force until 31 July 2007.

BY THE COMMISSION:

SENIOR DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer
1. TITLE

This Agreement shall be known as the Western Australian Government / Liquor, Hospitality and Miscellaneous Union Redeployment, Retraining and Redundancy Certified Agreement 2004.

2. ARRANGEMENT

1. Title
2. Arrangement
3. Operation of Agreement
4. Application of Agreement
5. Definitions
6. Access to Public Sector Entitlements
7. Redundancy Situations
8. Redeployment and Retraining
9. Income Maintenance
10. Selective Voluntary Severance or Early Retirement
11. Relocation Expenses
12. Severance
13. Dispute Settlement Procedure
14. No Further Claims

Schedule A: Employees to whom this Agreement does not apply
Schedule B: Employer Parties
Schedule C: Signatories

3. OPERATION OF AGREEMENT

This Agreement shall operate from the date of registration in accordance with the Workplace Relations Act 1996 and has a nominal expiry date of 31 July 2007.

4. APPLICATION OF AGREEMENT

(1) This Agreement applies to and is binding upon:

a) the Union;

b) all employees eligible to be members of the Union employed by the employer parties; and

c) the employer parties listed in Schedule B.

(2) This Agreement shall not apply to employees listed in Schedule A.
5. DEFINITIONS

For the purposes of this Agreement:

(1) "Agreement" means the Western Australian Government/ Liquor, Hospitality and Miscellaneous Union Redeployment, Retraining and Redundancy Certified Agreement 2004.

(2) "Commission" means the Australian Industrial Relations Commission.

(3) "Government" means the Government of Western Australia and does not include the Commonwealth or Local Government.

(4) "Public Sector" means all State Government departments, trading concerns, instrumentalities, agencies or statutory bodies established by or under a law of this State, including primary produce bodies, regulatory bodies, quasi-judicial bodies, trustees, advisory committees and regional bodies.

(5) "Redeployment" means redeployment within the Public Sector.

(6) "Redundancy" means a situation when a job performed by an employee ceases to exist or becomes surplus to requirements.

(7) "Union" means the Liquor, Hospitality and Miscellaneous Union

6. ACCESS TO PUBLIC SECTOR ENTITLEMENTS

Where redeployment, retraining and redundancy entitlements superior or additional to those provided for in this agreement are offered generally to public sector employees, those superior or additional entitlements shall also be made available to employees covered by this agreement under the same terms.

7. REDUNDANCY SITUATIONS

(1) Subject to Clause 6 an employee whose job or position is subject to a redundancy situation shall be entitled to be dealt with in accordance with the procedures and entitled to the benefits provided in Clauses 8, 9 and 10.

(2) Where a redundant employee, while still in the employ of an employer party, has received and accepted, an offer of suitable alternative employment not within the Public Sector, the provisions of Clause 12 shall apply in relation to the employee. For these purposes, "an offer" can only be made by an employer who has taken on, or is going to take on, a function
of Government, the privatisation or contracting out of which has lead, or will lead, to the employee becoming redundant.

(3) Where a redundant employee has not accepted an offer of suitable alternative employment not within the Public Sector, the provision of Clause 8 shall apply in relation to the employee until redeployed or until the employee's employment is terminated in accordance with that clause.

8. REDEPLOYMENT AND RETRAINING

Suitable Alternative Employment

(1) Subject to this clause and to Clause 7, each employee whose position is redundant shall be transferred to suitable alternative employment either within his/her Department/Authority or with the consent of another Government employer, to that Government employer.

Suitable alternative employment shall be defined as that which provides the employee with a position which:

a) is for an indefinite period in a permanent position with a Government employer;

b) has a wage or salary as close as possible to that of the employee's existing position; and

c) does not require the employee to change his/her place of residence in order to take up the position, and has regard to:

i) the relevance of the duties and responsibilities, to the qualifications and experience of the employee and the competence of the employee; and

ii) the ordinary hours of duty being in general no less than those worked by the employee in his/her original position.

Alternative employment or training

(2) a) The suitability of alternative employment or training shall be determined by the Public Sector Management Division of the Department of Premier and Cabinet after consultation with the employer, employee and Union concerned in accordance with subclause (1) of this clause and having regard for the particular circumstances of each employee.

Any dispute between the parties over whether a position falls within the definition of suitable alternative employment as prescribed by subclause
(1) of this Clause, subject to subclause 8(2)(c) may be referred to the Commission by any party to the dispute.

b) Where suitable alternative employment is unable to be identified for an employee, the employee may elect within three months from the date the position becomes redundant to transfer to a position outside that defined as suitable or leave the services of the employer.

An employee who elects:

i) to leave the service of an employer shall be paid the severance and other payments prescribed by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement; or

ii) to transfer to a position under the terms of this clause shall be entitled to the provisions of Clause 9 - Income Maintenance of this Agreement.

c) Where suitable alternative employment is unable to be identified for an employee whose position is redundant, and the employee is unwilling to undergo training or retraining or to accept a position outside that defined as suitable, or to accept an offer of suitable alternative employment not within the Public Sector for the purposes of subclause 7(2), the employer may initiate appropriate disciplinary proceedings against the employee. For the purposes of this Agreement and of such disciplinary proceedings, the unwillingness of the employee to accept training, retraining, position or employment respectively, if established, may be deemed to be an employment offence punishable by termination of employment but an employee terminated under this process shall be entitled to the severance and other payments prescribed by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement.

Annual leave and long service leave

(3) Annual and long service leave accrued prior to the date of redeployment shall be calculated in accordance with the relevant award or agreement applicable to that employee and transferred to and credited by the new employer.

Sick leave

(4) Unused sick leave accrued prior to the date of redeployment shall be transferred to and credited by the new employer.

Leave and assistance to seek alternative employment
(5) a) The employer shall facilitate redeployment by granting employees to be redeployed reasonable leave to attend interviews and career counselling without loss of pay.

b) Where a prospective employer does not meet the cost of travel to an employment interview, the cost of reasonable travel and incidental expenses including if necessary over-night accommodation associated with the interview shall be borne by the employer.

Trial period in alternative employment

(6) a) An employee shall be granted a trial period of six months in any alternative employment during or at the completion of which the employee may elect to resign if that employment is not suitable, in which case the employee shall receive the entitlements provided by Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement.

This entitlement is only available to employees who fall within paragraph (b) of subclause (2) of Clause 8 - Redeployment and Retraining of this Agreement.

b) By agreement between the employer and employee, leave without pay may be approved with the consent of the Public Sector Management Division of the Department of Premier and Cabinet where it is sought by a redeployee as a means of exploring career options outside the Public Sector.

This period of leave without pay will not count as service for any reason. However, the employee's service shall be deemed continuous and the employee retains the right to accept the offer of severance in accordance with Clause 10 - Selective Voluntary Severance or Early Retirement of this Agreement, prior to the completion of the period of leave without pay.

9. INCOME MAINTENANCE

Classification Maintenance

(1) An employee placed in a new classification which carries a lower rate than the former classification, shall be paid a rate equivalent to the former classification for a total period of twelve (12) months from the date of transfer. Any adjustments or increments which would have occurred or are made to the former classification rate within the twelve month period shall be applied and paid to the employee.

Progression through the increments will be subject to the normal tests applied under the employee's award classification.
Wage and salary maintenance

(2) a) Where, after a period of twelve (12) months an employee remains employed on a classification carrying a lower rate than the rate of their former classification, that employee shall continue to be paid the rate applicable to the former classification at the twelve (12) months' anniversary date and such rate shall continue to be paid until the rate applicable to the employee's current classification exceeds that rate.

b) For the purposes of subclause (1) of this clause and paragraph (a) of this subclause the total remuneration shall:

i) exclude all allowances which represent:

aa) an amount paid for overtime or as a bonus, or as an allowance instead of overtime;

bb) except as provided in placitum (ii) of this paragraph, a relieving allowance;

cc) an allowance for travelling, subsistence or other expenses;

dd) an amount paid for rent or as a residence, housing or quarters allowance;

ee) a climatic allowance or allowances for equipment or, a disability associated with the particular job e.g. site allowance;

ff) an amount paid as compensation in lieu of the opportunity for private practice.

ii) include allowances which represent:

aa) a relieving allowance that has been paid continuously for twelve (12) months;

bb) a shift allowance which is paid on a regular basis and would continue to be paid during periods of annual leave.

c) Where an employee elects to undertake training or retraining within a period of six (6) months from the date of being nominated as redundant, the employee shall continue to receive their former classification rate for the period of training or retraining, provided that period does not exceed twelve (12) months. The period of training or retraining shall not be counted in determining the duration of the employee's entitlements under
subclause (1) of this clause and paragraph (a) of subclause (2) of this clause.

d) For tally or piece workers, the level of income at the date of redeployment referred to in subclause (1) of this clause shall be at the average weekly income, including all allowances and loadings of a permanent nature, for the total number of weeks worked over the preceding twelve (12) months or part thereof.

10. SELECTIVE VOLUNTARY SEVERANCE OR EARLY RETIREMENT

Selective voluntary severance or early retirement

(1) a) Each employee identified as being surplus to the employer's requirements and who:

i) is dismissed without notice on grounds related to redundancy of the kind described in Clause 8(2)(c); or

ii) cannot be found suitable alternative employment and who elects to resign; shall be entitled to the benefits of this clause.

b) Employees electing to terminate their services in accordance with subclause (6) of Clause 8 - Redeployment and Retraining of this Agreement shall be entitled to the benefits of this Clause.

c) Where an employee identified as surplus to requirements is able to carry out the duties and responsibilities in an equivalent manner to an employee not identified as surplus, the latter may, with the approval of the employer, elect to resign in place of the former, in which case the benefits of this clause shall apply to that employee.

Any dispute as to whether an employee identified as surplus to requirements is able to carry out the duties and responsibilities in an equivalent manner to an employee not identified as being surplus to requirements shall be determined by the Commission.

Severance Pay

(2) Each employee referred to in subclause (1) of this Clause shall receive a severance payment from the employer in accordance with the following formula:

Three weeks pay for each completed year of continuous service provided that the maximum entitlement shall be 52 weeks salary.
Continuous service shall have the same meaning as that prescribed in the State Government Wages Employees - Long Service Leave Conditions (66 WAIG 319).

Payment will be at the rate of pay prescribed in subclause (1) of Clause 9 - Income Maintenance of this Agreement.

Payment for tally or piece workers will be based on the average weekly rate received for each week worked within the previous twelve (12) months.

Payment for Leave Entitlements

(3) In addition to the severance payments prescribed by this clause, employees shall also receive:

a) Pro-rata annual leave calculated in accordance with the relevant award or industrial agreement at the rate of income as provided in subclause (1) of Clause 9 - Income Maintenance of this Agreement; and

b) Pro-rata long service leave calculated on each completed twelve (12) months of service at a rate of income as provided in subclause (1) of clause 9 - Income Maintenance of this Agreement.

11. RELOCATION EXPENSES

(1) Subject to subclause (2) of this Clause an employee who accepts a position which requires the employee to be relocated will be reimbursed by the previous employer, all reasonable expenses incurred in moving the person's household belongings.

(2) Where an award or order prescribes an entitlement to the reimbursement of relocation expenses, the provisions of that award shall apply, in lieu of subclause (1) of this clause.

12. SEVERANCE

Scope of clause

(1) This Clause shall apply only in the case where a redundant employee, while still in the employ of the employer, has received and accepted an offer of suitable alternative employment from an employer not within the Public Sector. For these purposes "an offer" can only be made by an employer who has taken on, or is going to take on, a function of Government, the privatisation or contracting out of which has lead, or will lead, to the employee becoming redundant.

Discussions before termination
(2) a) Where, by reason of a decision taken to privatise or contract out a function of Government formerly fulfilled by the employer, an employee becomes or is going to become redundant, the employer shall hold discussions with the employees directly affected and with their Union.

b) The discussions shall take place as soon as is practicable after the employer has made a definite decision which will invoke the provisions of paragraph (a) hereof, and shall cover, inter alia, any reasons for the proposed terminations, measures to avoid or minimise the terminations and measures to mitigate any adverse effects of any terminations on the employees concerned.

c) For the purpose of the discussion the employer shall, as soon as practicable, provide in writing to the employees concerned and their Union, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of employees likely to be affected, and the number of workers normally employed and the period over which the terminations are likely to be carried out. Provided that any employer shall not be required to disclose confidential information, the disclosure of which would be inimical to the employer's interests.

Severance pay

(3) Subject to further order of the Commission, an employee whose employment is terminated for reasons set out in subclause (1) hereof shall be entitled to the following amount of severance pay in respect of a continuous period of service:

<table>
<thead>
<tr>
<th>Period of continuous service</th>
<th>Severance pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to the completion of 2 years</td>
<td>4 weeks' pay</td>
</tr>
<tr>
<td>2 years and up to the completion of 3 years</td>
<td>6 weeks' pay</td>
</tr>
<tr>
<td>3 years and up to the completion of 4 years</td>
<td>8 weeks' pay</td>
</tr>
<tr>
<td>4 years and up to the completion of 5 years</td>
<td>10 weeks' pay</td>
</tr>
<tr>
<td>5 years and over</td>
<td>12 weeks' pay</td>
</tr>
</tbody>
</table>

"Weeks' pay" means the rate prescribed in subclause (1) of Clause 9 - Income Maintenance.

Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

Employee leaving during notice
(4) An employee to whom this clause applies may terminate his/her employment during the period of notice and, if so, shall be entitled to the same benefits and payments under this clause had he/she remained with the employer until the expiry of such notice. Provided that in such circumstances the employee shall not be entitled to payment in lieu of notice.

(5) Where an employee has received and accepted an offer in accordance with subclause (1), the employer has the right to determine the date upon which termination of employment shall occur.

13. DISPUTE SETTLEMENT PROCEDURE

(1) Any questions, disputes or difficulties arising under this Agreement shall be dealt with in accordance with this clause.

(2) The employee/s and the manager with whom the dispute has arisen shall discuss the matter and attempt to find a satisfactory solution, within three (3) working days. An employee may be accompanied by a union representative.

(3) If the dispute cannot be resolved at this level, the matter shall be referred to and be discussed with the relevant manager's superior and an attempt made to find a satisfactory solution, within a further three (3) working days. An employee may be accompanied by a union representative.

(4) If the dispute is still not resolved, it may be referred by the employee/s or union representative to the Chief Executive Officer or his/her nominee.

(5) Where the dispute cannot be resolved within five (5) working days of the union representatives' referral of the dispute to the Chief Executive Officer or his/her nominee, either party may refer the matter to the Commission for conciliation and arbitration as required.

(6) The period for resolving a dispute may be extended by agreement between the parties.

(7) At all stages of the procedure the employee may be accompanied by a union representative.

14. NO FURTHER CLAIMS

The parties will not seek any further claims with respect to the terms and conditions covered by this Agreement during the life of this Agreement.

SCHEDULE A
This Agreement shall not apply to:

(1) employees retired on the grounds of ill health; or

(2) employees whose employment is terminated as a consequence of poor performance or misconduct on the part of the employee; or

(3) an employee where an agreement has been reached between the employee, employer and the union that the employee is only engaged for a defined period under a fixed term contract at the conclusion of which their employment shall cease; or

(4) casual employees.

**SCHEDULE B**

**EMPLOYER PARTIES**

Minister for Health in his incorporated capacity under s7 of the Hospitals and Health Services Act 1927 (WA) as:

(i) the Hospitals formerly comprised in the Metropolitan Health Service Board,

(ii) the Peel Health Service Board,

(iii) the South West Health Board,

(iv) the WA Country Health Service.

30th Floor, Allendale Square
77 St George's Terrace
PERTH WA 6000

Board of the WA Centre for Pathology and Medical Research
Hospital Avenue
NedlandsWA6009

Director General
Department of Agriculture
3 Baron-Hay Court
SOUTH PERTH WA 6151

Director General
Department of Culture and the Arts
Level 7, Law Chambers,
573 Hay Street,
PERTH WA 6000

Executive Director
Department of Conservation & Land Management
50 Hayman Road
COMO WA 6152

Director General
Department of Housing and Works
99 Plain Street
EAST PERTH WA 6004

Commissioner
Main Roads Western Australia
Don Aitken Centre
Waterloo Crescent
EAST PERTH WA 6004

Minister for Police and Emergency Services; Justice; Community Safety
13th Floor, Dumas House
2 Havelock Street
WEST PERTH WA 6005

Governing Council of Central TAFE
25 Aberdeen Street
PERTH WA 6000

Governing Council of Central West College of TAFE
Fitzgerald Street
GERALDTON WA 6530

Governing Council of Challenger TAFE
15 Grosvenor Street
BEACONSFIELD WA 6162

Governing Council of CY O'Connor College of TAFE
Lot 1 Hutt Street
NORTHAM WA 6401

Governing Council of Great Southern Regional College of TAFE
Anson Road
ALBANY WA 6330

Governing Council of Kimberley College of TAFE
Coolibah Drive
KUNUNURRA WA 6743
Governing Council of Pilbara TAFE  
Millstream Road  
KARRATHA WA 6714

Governing Council of South West Regional College of TAFE  
Robertson Drive  
BUNBURY WA 6231

Governing Council of Swan TAFE  
Hayman Road  
BENTLEY WA 6102

Governing Council of West Coast College of TAFE  
35 Kendrew Crescent  
JOONDALUP WA 6027

The Director General  
Department of Education and Training  
151 Royal Street  
EAST PERTH WA 6004

Attorney General  
30th Floor, Allendale Square  
77 St George's Terrace  
PERTH WA 6000

Minister for Community Development, Women's Interests, Seniors and Youth; Disability Services, Culture and the Arts  
12th Floor, Dumas House  
2 Havelock Street  
WEST PERTH WA 6005

The Chief Executive Officer  
Water Corporation of Western Australia  
629 Newcastle Street  
LEEDERVILLE WA 6007

WA Alcohol and Drug Authority  
7 Field Street  
MOUNT LAWLEY 6050

Director General  
Disability Services Commission  
146-160 Colin Street  
WEST PERTH WA 6005
Parliament House
Harvest Terrace
PERTH WA 6000

Rottnest Island Authority
L1, E Shed Victoria Quay
Fremantle WA 6160

SCHEDULE C - SIGNATORIES

Signed for and on behalf of the
LIQUOR, HOSPITALITY AND MISCELLANEOUS UNION

Name
Secretary

Signature of Witness
Name
Date
Address

Signed by the Director General as delegate of the Minister for Health in his incorporated capacity under s7 of the Hospitals and Health Services Act 1927 (WA) as:

(i) the Hospitals formerly comprised of the Metropolitan Health Service Board

(ii) the Peel Health Service Board

(iii) the South West Health Board

(iv) the WA Country Health Service

Name Mike Daube
Position Director General/Department of Health

Signature

Signature of Witness
Name
Date
Address
Signed for and on behalf of the Board of the WA Centre for Pathology and Medical Research
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Director General; Department of Agriculture
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Director General; Department of Agriculture
Name
Position
Signature of Witness
Name
Date
Address

Signed for and on behalf of the Director General; Department of Culture and the Arts

Name
Position
Signature of Witness

Name
Date
Address

Signed for and on behalf of the Executive Director; Department of Conservation & Land Management

Name
Position
Signature of Witness

Name
Date
Address

Signed for and on behalf of the Director General; Department of Housing and Works

Name Greg Joyce
Position Director General
Signature of Witness

Name Bevan Beaver
Date 20 August 2004
Address: c/o Department of Housing and Works
99 Plain St East Perth 6004

Signed for and on behalf of the Commissioner; Main Roads Western Australia

Name: Neville Willey
Position: A/Executive Director, Human Resources on behalf of the Commissioner of Main Roads

Signature of Witness

Name: Bruce Kirwan
Date
Address: 46 Waterloo Crescent, East Perth

Signed for and on behalf of the Minister for Police and Emergency Services; Justice; Community Safety

Name
Position
Signature of Witness

Name
Date
Address

Signed for and on behalf of the Minister for Police and Emergency Services; Justice; Community Safety

HON MICHELLE ROBERTS MLA
Minister for Police AND EMERGENCY SERVICES

Signature of Witness

Name
Date
Signed for and on behalf of the Governing Council of Central TAFE

Name: Brian Paterson
Position: Managing Director
Signature of Witness:
Name
Date 14th September 2004

Signed for and on behalf of the Governing Council of Central West College of TAFE

Name
Position
Signature of Witness
Name
Date

Signed for and on behalf of the Governing Council of Challenger TAFE

Name
Position
Signature of Witness
Name
Date

Signed for and on behalf of the Governing Council of CY O'Connor College of
TAFE
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Governing Council of Great Southern Regional College of TAFE
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Governing Council of Kimberley College of TAFE
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Governing Council of Pilbara TAFE
Name
Position
Signature of Witness
Name
Date
Address
Signed for and on behalf of the Governing Council of Kimberley College of TAFE
Adrian Mitchell
Managing Director
Name
Lindsay Gassman
Date
24 August 2004
Address
PO Box 1095
KUNUNURRA WA 6743
Signed for and on behalf of the Governing Council of Pilbara TAFE
Name: Michael O'Loughlin  
Position: Managing Director  
Signature of Witness: 
Name: Elizabeth T Davie  
Date: 23 August 2004  
Address: 
Signed for and on behalf of the Governing Council of South West Regional College of TAFE  
Name: 
Position: 
Signature of Witness: 
Name: 
Date: 
Address: 
Signed for and on behalf of the Governing Council of Swan TAFE  
Name: 
Position: 
Signature of Witness: 
Name: 
Date: 
Address: 
Signed for and on behalf of the Governing Council of West Coast College of TAFE  
Name: Sue A Slavin  
Position: Managing Director
Signature of Witness

Name                  Shirley Gilchrist
Date                 25 August 2004
Address              35 Kendrew Cresc, Joondalup 6027

Signed for and on behalf of the Director General; Department of Education and Training

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Attorney General

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Minister for Community Development, Women's Interests, Seniors and Youth; Disability Services, Culture and the Arts

Signature
Jane Brazier
DIRECTOR GENERAL
DEPARTMENT FOR COMMUNITY DEVELOPMENT
Signature of Witness

Roslyn Thompson
17 September 2004
c/o Department for Community Development
189 Royal Street
East Perth WA 6004

Signed for and on behalf of the Chief Executive Officer; Water Corporation of Western Australia

J.I. Gill
Chief Executive Officer

Signature of Witness

Name
Date
Address 629 Newcastle Street, Leederville, Western Australia.

Signed for and on behalf of the WA Alcohol and Drug Authority

Name Mike Daube
Position Chairman of the Board, WA Alcohol and Drug Authority

Signature of Witness

Name
Date
Address

Signed for and on behalf of the Director General; Disability Services Commission
Dr Ruth Shean  
Director General

Signature of Witness

Name

Date

Address

Signed for and on behalf of the General Manager; Metropolitan Cemeteries Board

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Zoological Parks Authority

Name  
Susan Hunt

Position  
Chief Executive Officer

Signature of Witness

Name  
Michelle Raymond, HR Co-ordinator

Date  
18 August 2004

Address  
c/o Perth Zoo  
20 Labouchere Road  
South Perth WA 6151

Signed for and on behalf of the Chief Executive Officer; Western Australian Sports Centre Trust

Name
Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the President; Recreation Camps and Reserves Board

Name: Ron Alexander
Position: President, Recreation Camps and Reserves Board

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Managing Director; Western Australian Mint

Name

Position

Signature of Witness

Name

Date

Address

Signed for and on behalf of the Director General; Department of Industry and Resources

Name

Position

Signature of Witness
Signed for and on behalf of the Minister for Housing and Works; Racing and Gaming; Government Enterprises; Land Information

Name: Mr Gary Fenner
Position: A / Chief Executive
Department of Land Information

Signature of Witness

Name: Jim Hopkins
Position: Director

Signature of Witness

Name: Gwendy Beach
Date: 18 August 2004
Address: 151 Royal Street, EAST PERTH WA 6004

Signed for and on behalf of the President of the Legislative Council; Parliament House

Name
Position
Signature
Name
Date
Address

Signed for and on behalf of the Speaker of the Legislative Assembly;
Parliament House

Name
Position

Signature of Witness
Name
Date
Address

Signed for and on behalf of the Rottnest Island Authority

Paolo Amaranti
CHIEF EXECUTIVE OFFICER

Witness

Ken Chinnery

23 August 2004

Rottnest Island Authority
Level 1 E-Shed
Victoria Quay
Fremantle WA