

## Schedule 5 - Industrial Relations and Employment Conditions

### Definitions

1. In this Schedule:
  - (a) "Australian Workplace Agreement" and "Certified Agreement" have the meanings given to those terms by the *Workplace Relations Act 1996*;
  - (b) "Hazard Identification Check-list" means the check-list, identifying known hazards within the Site, provided by the Project Officer to the Contractor, from time to time; and
  - (c) "Relevant Award" means the *Cleaning (Building and Property Services) (ACT) Award 1998*.

### Wages and Conditions

2. The Contractor must ensure that every person, including Subcontractors, employed in connection with the Cleaning Services is:
  - (a) paid wages at rates; and
  - (b) employed under conditions of employment, not less favourable than those established by the Relevant Award.
3. If the Contractor enters into an Australian Workplace Agreement or a Certified Agreement with its employees, the Contractor must comply with the terms of those agreements.
4. The Contractor must comply with all other applicable statutory requirements in relation to its employees including those relating to superannuation, workers compensation, group tax, payroll tax, affirmative action, privacy, confidentiality, occupational health and safety, and anti-discrimination.

### Provision of information

5. The Contractor must provide to JHD, in a form reasonably required by JHD, such information as JHD may, from time to time, reasonably request for the purposes of allowing JHD to undertake reasonable investigations in relation to compliance by the Contractor with its obligations under this Schedule.
6. Without limiting any other obligations of the Contractor (including under clauses 7.6 and 3.15), the Contractor must:

Senate F&PA Committee  
Tabled Document

Inquiry: Budget Estimates 2015-16  
Date/Time: 25/5/15 77  
Witness Name: John Ryan  
Organisation: D.P.S.