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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

Australian Liquor, Hospitality and Miscellaneous Workers Union - Tasmanian Branch

(T9245 of 2000)

Aerated Waters Award
Automotive Industries Award
Baking Industry Award
Cleaning and Property Services Award
Fibreglass and Plastics Award
Furnishing Trades Award
Health and Fitness Centres Award
Hotels, Resorts, Hospitality and Motels Award
Ice Cream Makers Award
Independent Schools (Non Teaching Staff) Award
Laundry and Dry Cleaning Award
Leather, Canvas and Sheet Plastic Fabrication Award
Licensed Clubs Award
Miscellaneous Workers Award
Restaurant Keepers Award
Retail Trades Award
Security Industry Award
Shipping Award
Veterinary Services Award
Wholesale Plant Bakeries Award

Australian Municipal, Administrative, Clerical and Services Union

(T9248 of 2000)

Barristers and Solicitors Award
Broadcasting and Television Award
Clerical and Administrative Employees (Private Sector) Award
Community Services Award
Disability Service Providers Award
Estate Agents Award
Fuel Merchants Award
Insurance Award
Marine Boards Award
Medical Practitioners (Private Sector) Award
Photographic Industry Award
Public Accountants Award
Softgoods Award
Textile Award
Totalizator Agency Award
Wholesale Trades Award

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Shop, Distributive and Allied Employees Association, Tasmanian Branch

(T9251 of 2000]

Automotive Industries Award
Bootmakers Award
Hairdressers Award
Insurance Award
Retail Pharmacy Award
Retail Trades Award
Timber Merchants Award
Wholesale Trades Award

The Australian Workers' Union, Tasmania Branch

(T9275 of 2000)

Australian Cement Holdings Enterprise Award
Automotive Industries Award
Bootmakers Award
Butter and Cheesemakers Award
Clay and Mud Products Award
Concrete Products Award
Civil Construction and Maintenance Award
Dairy Processing Award
Farming and Fruit Growing Award
Fish Aquaculture and Marine Products Award
Horticulturists Award
Leather, Canvas and Sheet Plastic Fabrication Award
Meat Processing Award
Metal and Engineering Industry Award
Monumental Masons Award
Optical Industries Award
Pasminco Hobart Smelter Enterprise Award
Pasminco (Rosebery) Mining Award
Plant Nurseries Award
Produce Award
Public Vehicles Award
Quarrymens Award
Rubber Trades Award
Shellfish Industry Award
Timber Merchants Award
Wireworking Award

The Australasian Meat Industry Employees Union, Tasmanian Branch

(T9278 of 2000)

Meat Retailing Award

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FULL BENCH:
DEPUTY PRESIDENT R J WATLING
COMMISSIONER P A IMLACH
COMMISSIONER T J ABEY

Award variation - nominated private sector awards - meal allowance - increase to reflect CPI movements - applications granted - operative ffpp 23 November 2000

WHOLESALE PLANT BAKERIES AWARD

ORDER BY CONSENT

No. 3 of 2000

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THE **WHOLESALE PLANT BAKERIES AWARD** IS VARIED IN THE FOLLOWING MANNER:

By deleting Clause 22 - OVERTIME, and inserting in lieu thereof the following:

"22. OVERTIME

- (a) All work performed in excess of ordinary hours shall be deemed to be overtime and shall be paid in accordance with this clause.

An employee may be required to work reasonable overtime in accordance with the employer's requirements.

- (b) Monday to Saturday

The rate of pay for overtime performed on any day Monday to Saturday inclusive shall be at time and one half for the first two hours, and double time thereafter.

- (c) Sunday

The rate of pay for overtime worked on a Sunday shall be double time for all hours so worked.

- (d) Holidays with Pay

The rate of pay for overtime worked on any of the holidays with pay specified Clause 19 - Holidays with Pay shall be double time and one half for all hours so worked.

- (e) Meal Money

An employee required to work overtime for at least 2 hours beyond the employee's normal finishing time shall either be supplied with an adequate meal or be paid a meal allowance of \$10.40.

PROVIDED that this provision shall not apply in circumstances where the employer has provided a minimum of 8 hours notice of the requirement to work overtime.

- (f) Rest Period

(i) An employee (other than a casual employee) who works so much overtime between the termination of the ordinary work on one day and the commencement of their ordinary work on the next day that the employee did not have at least 10 consecutive hours off duty between those times shall be released after completion of such overtime until the employee has had 10 consecutive hours off duty without loss of pay for ordinary time work occurring during such absence.

PROVIDED that in exceptional circumstances such as the breakdown of machinery the rest break shall be of 8 hours in lieu of 10 hours

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- (ii) An employee required to commence work without having had such 10 or 8 hour break as specified in subclause (d)(i) shall be paid at overtime rates until the break is allowed.

(g) Call Back

An employee recalled to work overtime after leaving the employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of 4 hours' work at the appropriate rate for each time the employee is so recalled.

PROVIDED that except in the case of unforeseen circumstances arising, the employee shall not be required to work the full 4 hours if the job the employee was recalled to perform is completed within a shorter period.

This subclause shall not apply in cases where it is customary for an employee to return to the employer's premises to perform a specific job outside ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this subclause shall not be regarded as overtime for the purposes of subclause (b) of this clause where the actual time worked is less than 2 hours on such recall or on each of such recalls.

(h) Time Off in Lieu of Payment

Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of time off in lieu of overtime provided that:

- (i) An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer.
- (ii) Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is an hour for each hour worked (unless otherwise provided elsewhere in the award).
- (iii) An employer shall, if requested by an employee, provide payment at the rate provided for the payment of overtime as prescribed in this clause, for any overtime worked under this subclause where such time has not been taken within four weeks of accrual.
- (iv) An employee or the employees may choose to request a union party to this award, to represent their interests in negotiations referred to in paragraph (i) of this subclause.
- (v) Once a decision has been taken to introduce an enterprise system of time off in lieu, in accordance with this clause, its terms must be set out in the time

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and wages records kept pursuant to Regulation 25 of the Industrial Relations Regulations 1993.

- (vi) An employer shall record these time off in lieu arrangements in the time and wages book, pursuant to Regulation 25 of the Industrial Relations Regulations 1993.”

OPERATIVE DATE

This variation shall come into operation from the first full pay period to commence on or after 23 November 2000.

RJ Watling
DEPUTY PRESIDENT

24 November 2000