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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s23 application for an award or variation of an award

Tasmanian Trades and Labor Council

(T6941 of 1997)

All public and private sector awards

**Automotive, Food, Metals, Engineering,
Printing & Kindred Industries Union**

(T6928 of 1997)

Automotive Industries Award

(T6929 of 1997)

Draughting & Technical Officers (Private Industry) Award

(T6930 of 1997)

Fish, Aquaculture and Marine Products Award

(T6931 of 1997)

Metal & Engineering Industry Award

(T6932 of 1997)

Optical Industries Award

(T6933 of 1997)

Shipbuilders Award

(T6934 of 1997)

Surveyors (Private Industry) Award

The Australian Workers' Union, Tasmania Branch

(T6947 of 1997)

Automotive Industries Award

Bootmakers Award

Building Trades Award

Building and Construction Industry Award

Butter and Cheesemakers Award

Carriers Award

Clay and Mud Products Award

Concrete Products Award

Dairy Processing Award

Farming and Fruitgrowing Award

Fish, Aquaculture and Marine Products Award

Horticulturists Award

Marine Boards Award

Meat Processing Industry Award

Metal and Engineering Industry Award

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Monumental Masons Award
Optical Industries Award
Pasminco Rosebery (Mining) Award
Plant Nurseries Award
Produce Award
Public Vehicles Award
Quarrymens Award
Roadmakers Award
Rubber Trades Award
Shearing Industry Award
Shellfish Industry Award
Timber Merchants Award
Wireworking Award
National Training Wage (Tasmanian Private Sector) Award

Transport Workers' Union of Australia, Tasmanian Branch
(T6956 of 1997)
Transport Workers General Award

National Union of Workers, Tasmanian Branch
(T6971 of 1997)
Automotive Industries Award
Fuel Merchants Award
Produce Award
Retail Trades Award
Rubber Trades Award
Softgoods Award
Wholesale Trades Award
Fibreglass and Plastics Award
Timber Merchants Award
Wholesale Pharmaceutical Award

**Australasian Meat Industry Employees Union,
Tasmanian Branch**
(T6979 of 1997)
Meat Processing Industry Award
Meat Retailing Award

**Textile, Clothing and Footwear Union of Australia,
Tasmanian Branch**
(T6987 of 1997)
Bootmakers Award
Clothing Industry Award
Textile Award

Australian Municipal, Administrative, Clerical and Services Union
(T6991 of 1997)
Aerated Waters Award
Barristers and Solicitors Award
Broadcasting and Television Award

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Clerical and Administrative Employees (Private Sector) Award
Community Services Award
Entertainment Award
Estate Agents Award
Furnishing Trades Award
Independent Schools (Non-Teaching Staff) Award
Insurance Award
Photographic Industry Award
Printers Award
Public Accountants Award
Restaurant Keepers Award
Shipping Award
Totalizator Agency Award

Health Services Union of Australia, Tasmania No. 1 Branch
(T6993 of 1997)

Dentists Award
Disability Service Providers Award
Medical Practitioners (Private Sector) Award
Medical Diagnostic Services Award
Nursing Homes Award
Hospitals Award

PRODUCE AWARD

FULL BENCH:
PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1997 - application to flow on Australian Industrial Relations Commission Safety Net Review decision April 1997 (Print P1997) agreed tripartite position - Wage Fixing Principles varied - \$10.00 per week arbitrated safety net adjustment approved- all private sector awards to be varied on application no earlier than ffpp on or after 14 July 1997 - State Minimum Wage to be subject to separate application

ORDER -

No. 2 of 1997

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AMEND THE **PRODUCE AWARD** IN THE FOLLOWING MANNER:

1. Delete Clause 8 - Wage Rates and insert in lieu thereof the following:

"8. WAGE RATES

DIVISION A - STOREMEN

1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

SECTION I - WOOL STORES

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Group 1			
Overseer or overlooker - in charge of 2 or more employees	350.70	34.00	384.70
Group 2			
Woolclasser, wool sorting in wool stores where necessary	343.90	34.00	377.90
Group 3			
Head shipping clerk, head sheep, skin and rabbit skin classer, in charge of hide section, head furred skin classer, in charge of show floor in charge of inter-lotting, employee stationed in and responsible for an outstore.	330.20	34.00	364.20
Group 4			
Classer of sheepskin or furs, leader of gangs, classer of hides, employed weighing or as shipping or receiving of delivery clerk or wool weigher	327.10	34.00	361.10
Group 5			
Sheetman, wool presser, in charge of or operating skin press, employed	323.10	34.00	357.10

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in or in connection with the handling and drying of green rabbit skins, operator of hand press used in bailing reclassified wool, operator, mobile press working singly, trottering or handling green sheep skins or handling hides.
Group 6

Breaker-out of certain specified bales for shipment or show purposes, adult brander, port marking wool for shipment, in charge of or operating dumping press.	321.30	34.00	355.30
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Group 7

Adult storeman and packer	319.70	34.00	353.70
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SECTION II - SKIN AND HIDE STORES

(i) Classer of sheep skins or fur 364.80 skins for export		330.80	34.00
(ii) Storeman and packer in charge of and being responsible for stock	323.50	34.00	357.50

Note: Classifications which exist in skin and hide stores which are specified in Section I hereof, also apply to this section.

SECTION III - GRAIN STORES

(i) Adult Storeman and packer	327.40	34.00	361.40
(ii) Employees on grain cleaners, graders or processors	330.80	34.00	364.80
(iii) Employee in charge of sampling grain	330.80	34.00	364.80
(iv) Employee stacking or carrying grain	331.80	34.00	365.80

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SECTION IV - COOL STORES

(i) Adult storeman and packer	357.40	34.00	391.40
(ii) Operator of motor driven fork lift	363.30	34.00	397.30

SECTION V - OTHER STORES

(i) Adult storeman and packer	353.50	34.00	387.50
(ii) Operator of mechanically propelled vehicle in a store	355.40	34.00	389.40
(iii) Employee stationed in and responsible for an outstore.	376.60	34.00	410.60
(iv) Spare parts storeman (not serving customers)	351.80	34.00	385.80

SECTION VI - LEADING HANDS
(APPLICABLE TO SECTIONS III, IV AND V ONLY)

	Per Week Extra \$
(i) in charge of less than 3 employees	8.70
(ii) in charge of 3 - 10 employees	12.80
(iii) in charge of 11 - 20 employees	20.20
(iv) in charge of 21 or more employees	24.40

2. JUNIORS

Junior Storemen

The minimum weekly wage rate for junior workers shall be the undermentioned percentages of the appropriate adult storeman and packer total weekly wage rate as determined by the type of store in which the junior worker is employed:

	%
16 years of age and under	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	100

Such percentages to be of the rates fixed for the classification of adult storemen and packers and shall be calculated to the nearest 10 cents.

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PROVIDED THAT:

- (i) In station produce departments and stores junior workers employed to truck or lift bales of sheep- skin hides, etc., exceeding 50.8kg or to up-endcasks of tallow, shall be paid the full minimum rate prescribed for adults for the class of work at which they are working.
- (ii) In skin and hide stores (shippers) junior workers employed at classing (except under instruction), trucking bales working hoists or hand lifts (except when assisting an adult) or doing any work usually done by adults shall be paid the full minimum rate prescribed for adults for the class of work at which they are working.
- (iii) In wool selling brokers stores and wool dumping stores and in station produce departments and stores junior workers may not be employed (except at full adult rates) except at marking, branding, sweeping, lift driving (subject to State laws and regulations) wool gathering or light work of a similar nature or under the instruction of a qualified classer or sorter at classing or sorting.
- (iv) In skin and hide stores (shippers) junior workers may not be employed (except at full adult rates) except at tailing-up rabbit skins or light work of a similar nature or under the instruction of a qualified classer or sorter at classing or sorting.
- (v) Notwithstanding the provisions of provisos (iii) and (iv) hereof junior workers shall not be employed at classing or sorting except in the proportion of not more than one junior worker to every 4 or fraction of 4 adults not being less than 3 adult classers or sorters.

DIVISION B - AUCTIONEERS, TRAVELLERS AND SELLER OF AGRICULTURAL MACHINERY AND/OR EQUIPMENT

1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

GROUP A - AUCTIONEERS AND TRAVELLERS

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1. Auctioneer (as defined)			
1st year's experience	298.90	34.00	332.90
2nd year's experience	311.00	34.00	345.00
3rd year's experience and thereafter	328.90	34.00	362.90

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2.	Commercial traveller (as defined)			
	Country traveller (as defined)	418.70	34.00	452.70
	Town or local traveller (as defined)	384.30	34.00	418.30
	Probationary traveller (as defined)	349.90	34.00	383.90

GROUP B - SELLER OF AGRICULTURAL MACHINERY AND/OR EQUIPMENT

1. ADULTS

1.	Outside salesman of implements or tractors	374.50	34.00	408.50
2.	General salesperson (including indoor seller of implements or tractors and demonstration of tractors and implements):			
	1st year's experience as such	310.40	34.00	344.40
	2nd year's experience as such	332.10	34.00	366.10
	3rd year's experience as such	360.40	34.00	394.40

Experience for the purpose of this classification shall mean experience gained as an adult or a junior in these classifications.

3.	Assembler	278.70	34.00	312.70
4.	Salesman of spare parts of implements or tractors -			
	(a) qualified	360.40	34.00	394.40
	(b) unqualified	341.70	34.00	375.70
5.	Field serviceman mechanic	393.80	34.00	427.80
6.	Fitter and/or motor mechanic	393.80	34.00	427.80
7.	Tradesman's assistant	266.60	34.00	300.60

PROVIDED THAT a field serviceman mechanic and/or fitter shall be paid \$2.30 extra for each day or part of a day on which he is required to work away from the employer's premises.

8.	Leading Hands:			
	In charge of not less than 3 and not more than 10 employees			\$16.70 per week extra.

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In charge of more than 10 and not more than 20 employees - \$24.80 per week extra.
In charge of more than 20 employees - \$31.80 per week extra.

2. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Industrial and Commercial Training Act 1985 and classification 3, Group B (Assembler) shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$8.50 per week.

PROVIDED THAT such allowance shall not be subject to adjustment when computing payments for shift penalty rates, for weekend or holiday work, for overtime or for any other purpose.

3. JUNIORS - GROUP B ONLY

The minimum weekly wage rate that shall be paid to juniors shall be the undermentioned percentages of the second year adult weekly wage rate of classification 2, Group B of Division B of this award.

	%	(\$366.10)
Under 17 years of age	54	197.70
17 to 18 years of age	59	216.00
18 to 19 years of age	73	267.30
19 to 20 years of age	86	314.80
20 to 21 years of age	90	329.50

Such percentages to be calculated to the nearest 10 cents.

4. TRAINEE SALES ASSISTANT (AS DEFINED)

The minimum weekly wage rate payable to a trainee sales assistant (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior as prescribed in subclause 3 of Group B of this division then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job)

PROVIDED THAT the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeship System Guidelines.

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PROVIDED FURTHER that the trainee sales assistant (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents.

DIVISION C - CARTERS, DRIVERS AND ENGINE DRIVERS

1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

GROUP A - CARTERS AND DRIVERS

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Employees driving motor vehicle having maker's capacity of:			
1.2 tonnes or less	355.60	34.00	389.60
Over 1.2 tonnes but not over 3 tonnes	361.50	34.00	395.50
Over 3 tonnes but under 6 tonnes	364.40	34.00	398.40
6 tonnes and over but under 7 tonnes	365.10	34.00	399.10
7 tonnes and over but under 8 tonnes	366.00	34.00	400.00
8 tonnes and over but under 9 tonnes	366.70	34.00	400.70
9 tonnes and over but under 10 tonnes	367.60	34.00	401.60
10 tonnes and over but under 11 tonnes	368.60	34.00	402.60
11 tonnes and over but under 12 tonnes	369.40	34.00	403.40
12 tonnes and over	369.90	34.00	403.90

Employees driving articulated vehicle having maker's capacity of:

Under 9 tonnes	371.60	34.00	405.60
9 tonnes and over but under 10 tonnes	372.50	34.00	406.50
10 tonnes and over but under 11 tonnes	372.90	34.00	406.90
11 tonnes and over but under 12 tonnes	373.90	34.00	407.90
12 tonnes and over but under 13 tonnes	375.20	34.00	409.20
13 tonnes and over but under 14 tonnes	375.70	34.00	409.70
14 tonnes and over but under 15 tonnes	376.80	34.00	410.80
15 tonnes and over but under 16 tonnes	377.20	34.00	411.20
16 tonnes and over but under 17 tonnes	377.70	34.00	411.70
17 tonnes and over but under 18 tonnes	379.40	34.00	413.40
18 tonnes and over but under 19 tonnes	379.80	34.00	413.80
19 tonnes and over but under 20 tonnes	380.70	34.00	414.70
20 tonnes and over but under 21 tonnes	381.20	34.00	415.20
Loader	345.90	34.00	379.90
Motor driver's assistant	339.90	34.00	373.90

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Employee handling money, i.e. an employee who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out shall be paid per week the following in addition to his weekly wage:

	Amount Per Week \$
For any amount handled up to \$20.00	0.60
Over \$20.00 but not exceeding \$200.00	1.20
Over \$200.00 but not exceeding \$600.00	2.50
Over \$600.00 but not exceeding \$1,000.00	3.60
Over \$1,000.00	4.60

'**Maker's Capacity**' shall mean the capacity attributed to the vehicle by the manufacturer as a maximum gross rating less the vehicle's tare, except in cases on any day the maximum weight of any load exceeds such capacity by one-third or more thereof, in which cases such maximum load shall for the purposes of assessing the wages to be paid for that day, be deemed to be the maker's capacity.

GROUP B - ENGINE DRIVERS

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(a) Steam engines -			
(I) First class	336.60	34.00	370.60
(ii) First class with condenser	343.60	34.00	377.60
(iii) Second class	329.30	34.00	363.30
(iv) Second class with condenser	336.20	34.00	370.20
(b) Suction gas or other internal combustion engine -			
(i) 35kw brake power or over	335.00	34.00	369.00
(ii) Under 35kw brake power	327.80	34.00	361.80
(c) Fireman -			
(I) Fireman First Class	328.60	34.00	362.60
(ii) Fireman	322.20	34.00	356.20

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- (d) Engine Driver -
 - (i) Attending to refrigerator or compressor - \$18.80 extra;
 - (ii) Attending to electric generator or dynamo exceeding 10 kilowatt capacity - \$18.80 extra;
 - (iii) In charge of plant - \$18.80 extra.
- (e) Boiler cleaners engaged inside the gas or water space of any boiler flue or economiser in cleaning, or scraping work, shall, whilst so employed, be paid 94 cents per hour in addition to his ordinary or overtime rate of pay.

2. JUNIOR WORKERS

The minimum weekly wage rate that shall be paid to junior workers mentioned in Group A, subclause 1 of Division C shall be the undermentioned percentages of the appropriate weekly wage rates of adult employees as prescribed by subclause 1 of Division C.

	%
Under 19 years of age	70
19 to 20 years of age	80
20 years of age and over	Adult Rate

DIVISION D - CLERKS

Except as prescribed in subclause (ii) hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) Adults			
1. 1st year of adult experience	310.00	34.00	344.00
2nd year of adult experience	331.70	34.00	365.70
3rd year of adult experience	360.00	34.00	394.00
4th year of adult experience	371.20	34.00	405.20
5th year of adult experience	379.30	34.00	413.30
6th year of adult experience	395.30	34.00	429.30

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2.	An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	478.90	34.00	512.90
3.	A clerk who is in charge of and responsible for the work of -			
	(a) 5 or more employees	425.70	34.00	459.70
	(b) 3 or 4 employees	409.20	34.00	443.20
	(c) 2 employees	401.20	34.00	435.20

(ii) Juniors

The minimum weekly wage rates that shall be paid to juniors shall be the undermentioned percentages of the second year adult weekly wage rate, adjusted to the nearest 10 cents:

	(\$365.70) %	Weekly Wage Rate \$
Under 16 years of age	40	146.30
16 to 17 years of age	45	164.60
17 to 18 years of age	55	201.10
18 to 19 years of age	70	256.00
19 to 20 years of age	80	292.60
20 to 21 years of age	90	329.10

PROVIDED FURTHER when determining the amount payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iii) Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, tele-typists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount \$
Under 16 years of age	1.10
16 to 17 years of age	1.30
17 to 18 years of age	1.40
18 to 19 years of age	1.80
19 to 20 years of age	2.20
20 to 21 years of age	2.40
21 years of age and over	3.10

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(iv) Trainee Clerk (as defined)

The minimum weekly wage rate payable to a trainee clerk (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior clerk as prescribed in subclause 1(ii) of this division then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job)

PROVIDED THAT the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeships System Guidelines.

PROVIDED FURTHER that trainee clerk (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents.

DIVISION E - SUPPORTED WAGE SYSTEM

(a) Eligibility criteria

Subject to this division an employer may engage employees at a supported wage rate (as set out in subclause (c) of this division) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

PROVIDED that this division does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

PROVIDED FURTHER that this division does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the above Act, or if a part only has received recognition, that part.

(b) For the purposes of this division:

- (i) **"Supported Wage System"** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.
- (ii) **"Accredited Assessor"** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to

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perform assessments of an individual's productive capacity within the Supported Wage System.

- (iii) **"Disability Support Pension"** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.
- (iv) **"Assessment instrument"** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(c) Supported wage rates

Employees to whom this division applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity (paragraph (d))	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than \$45 per week.)

(d) Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

- (i) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;
- (ii) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

(e) Lodgment of assessment instrument

- (i) All assessment instruments under the conditions of this division, including the appropriate percentage of the award wage to be paid to the employee, shall

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be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.

- (ii) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(f) Review of assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(g) Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this division shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(h) Workplace adjustment

An employer wishing to employ a person under the provisions of this division shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(i) Trial Period

- (i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this division for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.
- (ii) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (d) and (e).
- (iii) The minimum amount payable to the employee during the trial period shall be no less than \$45 per week or such greater amount as is agreed from time to time between the parties.
- (iv) Work trials should include induction or training as appropriate to the job being trialed.

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- (v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause (c) hereof."

2. Delete Clause 11 - Cold Places and insert in lieu thereof the following:

"11. COLD PLACES

Working for more than one hour in places where the temperature is reduced by artificial means below zero degrees Celsius an amount of \$0.32 cents per hour extra shall be paid.

Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours at ordinary time.

This clause shall not apply to classification iv), Section V of Division A."

3. Delete Clause 14 - Dust Allowance and insert in lieu thereof the following:

"14. DUST ALLOWANCE

- (a) For all general hands engaged in unloading bulk grain received by rail and at the rail track sheds, a rate of \$0.32 cents per hour dust allowance shall be paid for the time that bulk grain is actually being unloaded at those points.
- (b) For all general hands engaged to work within a silo a rate of \$0.24 cents per hour shall be paid as a dust allowance during the time that bulk grain is actually being received into or shipped from the silo block or whilst grain is being transferred within the silo block.
- (c) This clause shall not apply to classification (iv), Section V of Division A."

4. Delete Clause 19 - First Aid and insert in lieu thereof the following:

"19. FIRST AID

An employee who has been trained to render first aid and who is the current holder of first aid qualifications such as a certificate from St. John's Ambulance or similar body shall be paid a weekly allowance of \$5.40 if the person is appointed by the employer to perform first aid duty."

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 14 July 1997.

R J Watling
COMMISSIONER

15 July 1997