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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
(T7702 of 1998)

Private and Public Sector Awards

FULL BENCH:

PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1998 - application to review the Wage Fixing Principles and to vary awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number Q 1998 Safety Net Review - Wages - Agreed Settlement - Two-stage Arbitrated Safety Net Adjustment - ffpp on or after 14 July 1998 and ffpp on or after 14 October 1998 - Revised Wage Fixing Principles - Approved

QUARRYMENS AWARD

ORDER BY CONSENT-

No. 1 of 1998

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The **QUARRYMENS AWARD** is amended in the following manner:

1. By deleting Clause 8 - Wage Rates, and inserting in lieu thereof the following:

"8. WAGE RATES

1. ADULTS

- (a) An employee shall be classified on commencement in one of the classifications contained in this award and shall be paid not less than the weekly wage rate assigned to the relevant grade provided hereunder.

Operative from the first full pay period to commence on or after 14 July 1998:

Quarry Worker		Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
C1	Grade 1	80	333.80	44.00	377.80
C2	Grade 2	87.5	365.10	44.00	409.10
C3	Grade 3	90	375.50	44.00	419.50
C4	Grade 4	92.5	385.90	44.00	429.90
C5	Grade 5	95	396.30	44.00	440.30
C6	Grade 6	100	417.20	44.00	461.20
C7	Grade 7	105	438.10	44.00	482.10

Translation

Existing employees as at 1 September 1991 shall translate to the new structure in accordance with schedule I of this Award.

- (b) An employee shall be classified on commencement in one of the classifications contained in this award and shall be paid not less than the weekly wage rate assigned to the relevant grade provided hereunder.

Operative from the first full pay period to commence on or after 14 October 1998:

Quarry Worker		Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
C1	Grade 1	80	333.80	48.00	381.80
C2	Grade 2	87.5	365.10	48.00	413.10
C3	Grade 3	90	375.50	48.00	423.50
C4	Grade 4	92.5	385.90	48.00	433.90
C5	Grade 5	95	396.30	48.00	444.30
C6	Grade 6	100	417.20	48.00	465.20
C7	Grade 7	105	438.10	48.00	486.10

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Translation

Existing employees as at 1 September 1991 shall translate to the new structure in accordance with schedule I of this Award.

2. MULTISKILLING

Employees classified as quarry workers shall if required by the employer undertake appropriate training in the operation of all equipment identified in their particular grade. Subject to the availability of such training, all employees are expected to be proficient in the operation of all plant and tasks within their grade and where applicable any lower grade.

It is specifically recognised that quarry workers shall perform maintenance work within their level of competence and training.

3. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the *Industrial and Commercial Training Act 1985* 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.

4. DISABILITY ALLOWANCE

In addition to the rates of wage herein prescribed, there shall be paid to each employee a disability allowance of \$16.40 each week of 38 hours worked.

When a greater or lesser number of hours than 38 are worked in a week, the disability allowance shall be paid pro rata to the hours worked.

This allowance shall be payable on annual leave, public holidays and sick leave, but is not payable on pay-out of sick leave on termination as provided in subclause (c) of Clause 37 - Sick Leave.

5. LEADING HANDS

Leading hands shall be paid the following rates in addition to their ordinary rate:

	Amount per Week
	\$
If in charge of up to 12 men	24.30
If in charge of over 12 men	30.50

6. JUNIORS

The weekly wage rate payable to junior workers shall be as follows:

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- (a) Junior weighbridge/sales and record keepers

	Percentage of weekly wage rate for Quarry Worker Grade 2
	%
Under 17 years	42
17 to 18 years	51
18 to 19 years	65
19 to 20 years	74
20 to 21 years	83

- (b) All others

	% of Appropriate Adult Rate
Under 17 years	70
17 to 18 years	80
At 18 years of age	Adult Rate

7. SUPPORTED WAGE SYSTEM

- (a) Eligibility criteria

Subject to this subclause an employer may engage employees at a supported wage rate (as set out in paragraph (c) of this subclause) 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 subclause 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 subclause does not apply to employers in respect of their facility, program, 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 Section 10 or under Section 12A of the above Act, or if a part only has received recognition, that part.

- (b) For the purposes of this subclause:

'Accredited Assessor' means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

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'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.

'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.

'Supported Wage System' means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

(c) Supported wage rates

Employees to whom this subclause 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.

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(e) Lodgment of assessment instrument

- (i) All assessment instruments under the conditions of this subclause, including the appropriate percentage of the award wage to be paid to the employee, shall 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 subclause 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 subclause 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 subclause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four 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.

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- (iv) Work trials should include induction or training as appropriate to the job being trialed.
- (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 paragraph (c) hereof."

2. By deleting Clause 19 - First Aid Attendant, and inserting in lieu thereof the following:

"19. FIRST AID ATTENDANT

An employee holding first aid qualifications from St. John Ambulance or a similar body and appointed by the employer to perform first aid duty shall receive \$2.10 per day extra."

OPERATIVE DATE

This order shall come into operation from the first full pay period to commence on or after 14 July 1998.

P A Imlach
COMMISSIONER

7 August 1998