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TASMANIAN INDUSTRIAL COMMISSION

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

The Australian Workers' Union, Tasmania Branch
(T7198 of 1997)

Automotive Industries Award
Bootmakers Award
Butter and Cheesemakers Award
Clay and Mud Products Award
Concrete Products Award
Dairy Processing Award
Electrolytic Zinc Award
Farming and Fruit Growing Award
Fish Aquaculture & Marine Products Award
Goliath Cement Enterprise Award
Horticulturists Award
Meat Processing Industry Award
Metal and Engineering Industry Award
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
Shellfish Industry Award
Timber Merchants Award
Wireworking Award

Australian Municipal, Administrative, Clerical and Services Union
(T7214 of 1997)

Aerated Waters Award
Barristers and Solicitors Award
Broadcasting and Television Award
Clerical and Administrative Employees (Private Sector) Award
Disability Service Providers Award
Estate Agents Award
Fuel Merchants Award
Furnishing Trades Award
Independent Schools (Non-Teaching Staff) Award
Insurance Award
Marine Boards Award
Medical Practitioners (Private Sector) Award

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Photographic Industry Award
Public Accountants Award
Restaurant Keepers Award
Retail Trades Award
Shipping Award
Softgoods Award
Textile Award
Totalizator Agency Award
Wholesale Trades Award

Shop, Distributive and Allied Employees Association, Tasmanian Branch
(T7246 of 1997)
(T7247 of 1997)
(T7248 of 1997)

Restaurant Keepers Award
Photographic Industry Award
Retail Trades Award

MEAT PROCESSING INDUSTRY AWARD

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

Award variation - nominated private sector awards - meal allowance - increase to reflect CPI movements - applications granted - operative ffpp 1 October 1997

ORDER

No. 4 of 1997

AMEND THE **MEAT PROCESSING INDUSTRY AWARD** IN THE FOLLOWING MANNER;

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Delete Clause 9 - Allowances and insert in lieu thereof the following:

"9. ALLOWANCES

Drivers

A smallgoods seller who operates a refrigerated vehicle shall be paid per week an extra \$3.40.

Motor, drawing trailer \$1.55 per day extra.

Further additional amount for employee carting specially offensive material - \$2.42 per week extra.

Further additional amount for driver who loads and/or unloads carcasses - \$1.95 per week extra.

Driver's Licence

If an employee employed in any of the classifications in respect of which this award is made uses the employee's driver's licence exclusively in the business of driving any class or type of motor vehicle in respect of which such employee is required to hold a licence, the employee's licence fee shall be paid by the employer at the time of the employee taking annual leave.

First Aid

The employer shall provide and maintain a sufficient first aid box for injured employees. Such first aid box shall be to the satisfaction of the Tasmanian Industrial Commission.

An employee who holds current first aid qualifications from St. John Ambulance or similar body, and who is appointed by the employer to perform first aid duty shall be paid \$1.15 per day extra.

Freezers

An employee required to work in temperatures:

- (a) from -2 to -16 degrees C., shall be paid per hour extra 14 cents
- (b) from -16 to -18 degrees C., shall be paid per hour extra 33 cents
- (c) from -18 to -21 degrees C., shall be paid per hour extra 44 cents
- (d) in excess of -21 degrees C., shall be paid per hour extra 59 cents

PROVIDED that employees engaged in the sawing and packing of frozen meat cuts shall be paid per hour, whilst so engaged 35 cents.

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Incidental Expenses

Where an employee is involved in meeting the cost of fares, accommodation or other expenses incurred as a result of attending for work to which the employee is directed by the employer, the employee shall be reimbursed for all expenses reasonably incurred.

When required to use the employee's own vehicle, the employee shall be paid an allowance of 38 cents per kilometre.

Leading Hands

Leading hands not otherwise provided for:

In charge of 3 to 10 employees	-	\$16.20 per week extra.
In charge of 10 to 20 employees	-	\$23.80 per week extra.
In charge of 20 or more employees	-	\$30.70 per week extra.

Maintenance

Employees classified in item 3 hereof who are holders of an 'A' Grade licence shall be paid an additional allowance of \$10.60 per week.

A licence nominee shall be paid an allowance of \$29.80 per week in addition to the weekly wage.

Meals

An employee (other than an employee employed in an abattoir) who is required overtime for more than one and one half hours without being notified the previous day shall either be supplied with a meal by the employer or be paid a meal allowance of \$9.65.

Other Allowances

In addition to the rates prescribed above, to compensate for the disabilities of the industry not otherwise provided for in this award, employees shall be paid an allowance of :

- (i) \$11.80 per week when engaged upon construction work, and
- (ii) \$6.10 per week when engaged upon maintenance work.

An employee engaged on work of cleaning or scraping any boiler, flue or economiser shall whilst so employed be paid an additional amount per hour to the employee's ordinary or overtime pay of 96 cents.

Penalty Rates For Slaughtering

- (a) Treble rates shall be payable for diseased sheep, lambs, cattle and pigs which are condemned by the Meat Inspector for tuberculosis or for diseases contagious to human beings.

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Any dispute arising out of this subclause shall be referred to the Stock Inspector for adjudication and his decision shall be final and binding on the employer and the employees.

- (b) Cattle that have to be carted in or dragged to the killing floor shall be paid for at time and a half or rate and a half.
- (c) If, in the opinion of the Superintendent or the Superintendent's nominee, sheep are unreasonably dirty or objectionable, payment shall be made at double rates.
- (d) Double woolled sheep (ie.) sheep which have in excess of 18 months wool) payment shall be made at double rate.
- (e) For solo slaughtering sheep weighing from 29.00kg to 40.75kg dressed weight shall be paid for at rate and a half.
- (f) Sheep weighing over 40.75kg shall be paid for at double rates.
- (g) Rams weighing 40.75kg and over dressed weight shall be paid for at treble rates.
- (h) Any employee other than a slaughterer who is required to cut and handle any stock condemned by a veterinary officer or meat inspector for tuberculosis or for diseases contagious to human beings shall be paid the following penalty rates:

52 cents per head for pigs, sheep and calves and \$1.05 per head for cattle.

Saving Serum and Skinning Slink

An employee required to perform the task or tasks of saving foetal calf serum or skinning slinks shall in addition to the employee's normal rate of pay prescribed by this award be paid as a penalty payment for each hour or part thereof the employee is engaged on either or both of such tasks an amount of 92 cents.

Tools of Trade

All employees (other than pieceworkers) engaged in classifications that are proclaimed as trades under the *Vocational Education and Training Act, 1994* shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$9.00 per week.

Pieceworkers shall supply their own tools of trades.

An Employer shall provide each apprentice with such tools as are customarily used in the trade, such tools to remain the property of the employer.

Employees (including juniors) other than those mentioned above shall be supplied with all tools and equipment or be paid an allowance of \$1.00 per week.

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

Travelling

When an employee uses the employee's own motor vehicle at the request of the employer the employer shall be paid an allowance of 38 cents per kilometre travelled in the course of the employee's duties.

FOLLOW-ON LABOUR SLAUGHTERER SECTION

The rates to be paid to follow-on labour for overs shall be 10 cents for sheep and lambs and 46 cents for cattle or calf equivalents:

Weight for calf equivalents

22.75 kg and under	11 cents
22.76 kg to 36.25 kg	11 cents
36.26 kg to 54.5 kg	16 cents
54.6 kg to 113.5 kg	25 cents

Payment for overs shall be made to follow-on labour for cattle, sheep and lambs processed by slaughterer in excess of the prescribed weekly tallies.

That an additional payment of 16 cents per head be paid to follow-on labour employed in the Pig Slaughtering Section for all pigs processed in excess of 200 per week per slaughterer. In the calculation of the number processed on any week each pig shall be counted as one unit irrespective of weight and type."

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 1 October 1997.

R J Watling
COMMISSIONER

29 September 1997