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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

The Australian Workers' Union, Tasmania Branch
(formerly AWU-FIME Amalgamated Union, Tasmania Branch)
(T5612 of 1995)

Construction, Forestry, Mining and Energy Union,
Tasmanian Branch
(T.5532 of 1995)

BUILDING TRADES AWARD

COMMISSIONER P A IMLACH

28 September 1995

Award variation - second \$8 safety net adjustment - consent matter - award varied operative from ffpp 26 July 1995

ORDER BY CONSENT -

No. 1 of 1995

AMEND THE **BUILDING TRADES AWARD** IN THE FOLLOWING MANNER:

P011

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1 DELETE CLAUSE 8 WAGE RATES - DIVISIONS A, B, C AND D AND INSERT IN LIEU THEREOF THE FOLLOWING:

"8. WAGE RATES

FOR EMPLOYEES IN DIVISION A

1. WAGE RATES

The weekly wage rate to be paid to employees covered by this section shall be those prescribed herein calculated as an hourly rate in accordance with subclause 1(a) Hourly Rate Calculation - Follow the Job Loading, of this clause.

(a) Hourly Rate Calculation - Follow the Job Loading

The calculation of the hourly rate shall take into account a factor of 8 days in respect of the incidence of loss of wages for periods of unemployment between jobs.

For this purpose the hourly rate, calculated to the nearest cent (less than half a cent to be disregarded) shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclauses 1(b) Weekly Wage Rate, 1(e) Industry Allowance, and 1(f) Tool Allowance of this Division, by 52 over 50.4 rounded to the nearest cent, adding to that subtotal the amount prescribed in subclause 1(c) Special Allowance, of this Division and dividing the total by 38 (provided that in the case of a Carpenter Diver the division shall be 31), rounded to the nearest cent.

(b) Weekly Wage Rate

The weekly wage rate for the purpose of the abovementioned calculation for the respective classifications shall be the following:

Classification	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Carpenter Diver	489.80	52.10	16.00	557.90
Carver	395.90	52.10	16.00	464.00
Special Class Tradesman	385.00	52.10	16.00	453.10
Letter Cutter	378.60	52.10	16.00	446.70
Marker or Setter Out	378.60	52.10	16.00	446.70
Signwriter	374.70	52.10	16.00	442.80

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Artificial Stoneworkers, Bricklayers, Bridge and Wharf Carpenter, (Carpenter and/or Joiner), Caster, Fixer, Floorlayer Specialist, Floorsander, Glazier, Painter, Plasterer, Roof Fixer, Tilelayer	365.20	52.10	16.00	433.30
Plasterer's, Terrazzo or Stonemason's Assistant	335.10	52.10	16.00	403.20
Stonemason's Assistant (Factory)	320.60	52.10	16.00	388.70

(c) Special Allowance

Employees shall be paid an allowance of \$7.70 per week to compensate for the following matters:

- (i) excess travelling time incurred by employees in the building industry;
- (ii) the removal of loadings from the various Building Industry awards consequent upon the introduction of 'paid rates' awards in the building industry.

(d) Leading Hands and Foreman

A person specifically appointed to be a leading hand (as defined) shall be paid at the rate of the undermentioned additional hourly amounts above the hourly rates of the highest classification supervised, or his own rate, whichever is the highest in accordance with the number of persons in his charge.

	Weekly Base	Per Hour
(i) in charge of not more than 1 person	\$10.20	28¢
(ii) in charge of 2 and not more than 5 persons	\$22.70	62¢
(iii) in charge of 6 and not more than 10 persons	\$28.80	78¢
(iv) in charge of over 10 persons	\$38.40	\$1.04

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- (v) Foreman - in addition to the rates prescribed in subclause 1(a) Hourly Rate Calculation, 1(b) Weekly Wage Rate and 1(c) Special Allowance of this Division, a Foreman in charge of a complete project shall be paid \$14.25 per day extra, provided that the payment prescribed in this paragraph shall not be taken into account for the purpose of calculating hourly rates prescribed in this Division.

The hourly rate prescribed herein is calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the weekly wage rate by 52 over 50.4 and dividing the total by 38 (provided that in the case of a carpenter-diver, the division shall be 31) and the said amount shall apply for all purposes of this award.

(e) Industry Allowance

In addition to the rates prescribed in subclause 1(b) Weekly Wage Rate of this Division, an employee shall be paid an allowance at the rate of \$15.90 per week to compensate for the following disabilities associated with construction work (as defined):

- (i) climatic conditions when working in the open on all types of work;
- (ii) the physical disadvantage of having to climb stairs or ladders;
- (iii) the disability of dust blowing in the wind, brick dust, drippings from newly poured concrete;
- (iv) sloppy and muddy conditions associated with initial stages of the erection of a building;
- (v) the disability of working on all types of scaffolds or ladders other than a swing scaffold, suspended scaffold or a bosun's chair;
- (vi) the lack of usual amenities associated with factory work (for example, meal rooms, change rooms, lockers).

(f) Tool Allowance

A tool allowance shall be paid for all purposes of the award in accordance with the following table:

Classification	Amount per Week \$
Artificial Stoneworker, Carpenter and/Joiner, Carpenter Diver, Carver, Bridge and Wharf Carpenter, Floorsander, Letter Cutter	17.30
Caster, Fixer, Floorlayer Specialist	14.30

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Plasterer	14.30
Bricklayer	12.40
Roof Fixer	9.10
Signwriter, Painter, Glazier	4.30

2. CONDITIONS FOR CARPENTER DIVERS

If called upon to work as a diver in the period before the daily meal break he/she shall receive a minimum payment for three hours as a carpenter diver.

If called upon to dive after the midday meal break he/she shall be paid as a carpenter diver for the time during which he/she works as such or for three hours, whichever is the greater.

3. PIECE-WORK

Engagement on a piece-work basis may be entered into providing that -

- (a) payment for such work shall be made at a rate which will enable the employee to earn not less than 33 1/3% above the appropriate wage rate prescribed herein for ordinary hours of work and in addition thereto payment for all prescribed special rates, allowances and penalty rates; and
- (b) employees engaged on piece-work shall be entitled to all of the conditions of employment prescribed in this award for employees on hourly rates.
 - (i) An employee who is employed in the classifications of joinery work (as defined), who is required to perform work "on-site" on a construction project on any day or part thereof, shall be paid the rates and allowances that are applicable to that particular site work.
 - (ii) Where an employee has an entitlement under (i) above on three or more days in any pay week he shall be paid in accordance with (i) above for the whole of that pay week.

4. APPRENTICES

The employment of apprentices shall be in accordance with the requirements of the Industrial and Commercial Training Act 1985 and Regulations made thereto.

- (a) The weekly wage rate to be paid by employers to apprentices shall be calculated by applying the percentages shown hereunder to the aggregate of the appropriate weekly wage rate contained in subclause 1(b) Weekly Wage Rate and 1(c) Special Allowance of this Division and, in addition thereto apprentices shall receive the amounts prescribed in subclause 1(f) Industry Allowance of this Division.

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	Percentage of Weekly Rate %	Weekly Wage Rate \$
Artificial Stoneworker, Glazier, Painter, Plasterer, Bricklayer, Carpenter		
1st year	38	167.60
2nd year	55	242.55
3rd year	75	330.75
4th year	90	396.90

In addition, Industry Allowance \$15.90 and Tool Allowance as per subclause 1(f).

Signwriter		
1st year	38	171.20
2nd year	55	247.80
3rd year	75	337.90
4th year	90	405.45

In addition, Industry Allowance \$15.90 and Tool Allowance as per subclause 1(f).

Roof Tiler		
1st year	55	242.55
2nd year	75	330.75
3rd year	90	396.90

In addition, Industry Allowance \$15.90 and Tool Allowance as per subclause 1(f).

The foregoing rates shall be calculated to the nearest 5 cents, 2 cents and less to be disregarded.

- (b) An employee who is under the age of 21 on the completion of his apprenticeship, or any junior, other than a probationer or an apprentice, who uses the tools in performing work usually carried out by a tradesman shall be paid not less than the appropriate wage prescribed for a tradesman.
- (c) An employer who provides an apprentice with a kit of tools may withhold from the wages of the apprentice the tool allowance until such time as the employer is reimbursed the cost of the tools. In the event of an apprentice being dismissed or leaving the employment before the cost of tools has been reimbursed, the employer shall be entitled to deduct from any moneys owing the apprentice the amount then owing to or retain such of the tools as will equal the value then owing.

Tools so provided shall be kept at the employer's establishment during the usual hours of work.

- (d) Should an apprentice at the time of being apprenticed produce a Schools Certificate (Full Award) with passes in Mathematics, English and Science, he/she shall be entitled to 50 cents extra per week in addition to the wages and allowances prescribed in this subclause.

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- (e) The provisions of Clauses 7 - Definitions (for employees in Division A), 10 - Annual Leave, 13 - Compensation for Clothes and Tools, 14 - Easter Saturday, 15 - Fares and Travelling, 18 - Hours, 23 - Living Away From Home - Distant Work, 24 - Meal Allowance, 26 - Multi-storey Allowance, 27 - Overtime and Special Time, 35 - Public Holidays and Holiday Work, 36 - Rest Periods and Crib Time, 40 - Shift Work, 41 - Sick Leave, 42 - Special Rates and 48 - Weekend Work of this award, shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of the contract of employment.

FOR EMPLOYEES IN DIVISION B - BUILDERS LABOURERS

1. WAGE RATES

The weekly wage rate to be paid to employees covered by this Division shall be those prescribed herein calculated as an hourly rate in accordance with subclause 1(a) Hourly Rate Calculation - Follow the Job Loading.

- (a) Hourly Rate Calculation - Follow the Job Loading

The calculation of the hourly rate shall take into account a factor of eight days in respect of the incidence of loss of wages for periods of unemployment between jobs.

For this purpose the hourly rate calculated to the nearest cent (less than half a cent to be disregarded) shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause 1(b) Weekly Wage Rate and 1(e) Industry Allowance of this Division, by 52 over 50.4 rounded to the nearest cent, adding to that subtotal the amount prescribed in subclause 1(c) Special Allowance of this Division and dividing the total by 38, rounded to the nearest cent.

- (b) Weekly Wage Rate

The weekly wage rate for the purpose of the abovementioned calculation for the respective classifications shall be the following:

Classification	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(1) Rigger, Dogman	362.30	52.10	16.00	430.40
(2) Scaffolder (as defined), Powder Monkey, Hoist or Winch Driver, Foundation Shaftsmen (as defined), Steelfixer, including Tack Welder, Concrete Finisher (as defined)	346.70	52.10	16.00	414.80

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(3) Trades Labourers, Jack Hammerman, Mixer Driver (Concrete) Gantry Hand or Crane Hand, Crane Chaser, Cement Gun Operator (except in Vic), Concrete Cutting or Drilling Machine Operator, Concrete Gang including Concrete Floater (as defined), Roof Layer (Malthoid or similar material), Dump Cart Operator, Concrete Formwork Stripper	335.10	52.10	16.00	403.20
(4) Builders Labourers other than as specified in classifications (1) to (3) of this subclause	306.60	52.10	16.00	374.70

(c) Special Allowance

Employees shall be paid an allowance of \$7.70 per week to compensate for the following matters:

- (i) excess travelling time incurred by employees in the building industry;
- (ii) the removal of loadings from the various Building Industry awards consequent upon the introduction of 'paid rates' awards in the building industry.

(d) Leading Hands

A person specifically appointed to be a leading hand (as defined), shall be paid at the rate of the undermentioned additional hourly amounts above the hourly rates of the highest classification supervised, or his own rate, whichever is the highest, in accordance with the number of persons in his charge.

	Weekly Base	Per Hour
(i) in charge of not more than 1 person	\$10.20	28¢
(ii) in charge of 2 and not more than 5 persons	\$22.70	62¢
(iii) in charge of 6 and not more than 10 persons	\$28.80	78¢
(iv) in charge of over 10 persons	\$38.40	\$1.04

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The hourly rate prescribed herein is calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the weekly wage rate by 52 over 50.4 and dividing the total by 38, and the said amount shall apply for all purposes of this award.

(e) Industry Allowance

In addition to the rates prescribed in subclause 1(b) Weekly Wage Rate of this Division, an employee shall be paid an allowance at the rate of \$15.90 per week to compensate for the following disabilities associated with construction work (as defined):

- (i) climatic conditions when working in the open on all types of work;
- (ii) the physical disadvantage of having to climb stairs or ladders;
- (iii) the disability of dust blowing in the wind, brick dust, drippings from newly poured concrete;
- (iv) sloppy and muddy conditions associated with the initial stages of the erection of a building;
- (v) the disability of working on all types of scaffolds or ladders other than a swing scaffold, suspended scaffold or a bosun's chair;
- (vi) the lack of the usual amenities associated with factory work (for example, meal rooms, change rooms, lockers).

2. CASUAL HANDS

In addition to the rate appropriate for the type of work, a casual hand shall be paid an additional 33 1/3% of the rate per hour with a minimum payment as for three hours employment. The penalty rate herein prescribed shall be deemed to include, inter alia, compensation for annual leave.

FOR EMPLOYEES IN DIVISION C - EQUIPMENT OPERATORS

1. WAGE RATES

- (a) The weekly wage rate to be paid to employees who work on the undermentioned mechanical equipment classification shall be that prescribed herein calculated at an hourly rate in accordance with paragraph (h) Hourly Rate Calculation of this subclause.
- (b) Weekly Wage Rates - The following amounts shall be applied where appropriate for the purposes of the calculation in paragraph 1(h) Hourly Rate Calculation of this subclause of the hourly rate to apply under this award.

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The weekly wage rate for the purpose of the abovementioned calculation for the respective classifications shall be in accordance with the following table:

Classification	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Weekly Wage Rate \$
OPERATOR GRADE 1	350.30	52.10	16.00	418.40
Mechanical Plant Operator Group 1 & 2 inch Driver Forklift Driver Lifting capacity to 5000kg				
OPERATOR GRADE 2	356.10	52.10	16.00	424.20
Forklift Driver - Lifting Capacity over 5000kg Mobile Hydraulic Platform Operator				
OPERATOR GRADE 3	370.30	52.10	16.00	438.40
Mechanical Plant Operator Group 3 & 4 Mobile Crane Driver up to 15 tonnes				
OPERATOR GRADE 4	385.30	52.10	16.00	453.40
Mobile Crane Driver 15 - 100 tonnes Mechanical Plant Operator Group 5 & 6				

CAPACITY ADJUSTMENT FORMULA

Mobile Cranes - for each additional 40 tonnes over a maximum lifting capacity of 100 tonnes an amount of \$13.70 shall be added to the base rate for Operator Grade 3 and 4

OPERATOR GRADE 5	430.50	52.10	16.00	498.60
Tower Crane Operator				

- (c) SPECIAL ALLOWANCE - Employees shall be paid in addition to the rates prescribed in 1(b) Weekly Wage Rates of this subclause a special allowance of \$7.70 to compensate for excess travelling time incurred by employees in the building and construction industry.

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- (d) IN CHARGE OF PLANT ALLOWANCE - 'In charge of plant' an employee who is in charge of plant, which shall mean -
 - (i) when two or more employees are employed at the plant at one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility : or
 - (ii) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more other employees : or
 - (iii) when he is the only person of his class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he merely assists a fitter or engineer to do such work : or
 - (iv) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he merely assists a fitter or engineer to do such work, shall be paid an allowance of \$20.80 per week.

(e) LEADING HANDS - A person specifically appointed to be Leading Hand (as defined) shall be paid in addition to the rates prescribed in 1(b) Weekly Wage Rates of this subclause, at the rate of the highest classification supervised, or his own rate, whichever is the highest in accordance with the number of persons in his charge.

	Per Hour
(i) In charge of not more than 1 person	29¢
(ii) In charge of 2 and not more than 5 persons	61¢
(iii) In charge of 6 and not more than 10 persons	78¢
(iv) In charge of over 10 persons	\$1.04

(f) CASUAL HANDS - In addition to the rate appropriate for the type of work, a casual hand shall be paid an additional 20 per cent of the rate per hour with a minimum payment for three hours employment. The penalty rate herein prescribed shall be made in lieu of Annual Leave, Public Holidays and Sick Leave prescribed for other employees in this award.

(g) INDUSTRY ALLOWANCE - An employee shall be paid in addition to the rates prescribed in 1(b) Weekly Wage Rates of this subclause, an allowance at the rate of \$15.90 per week to compensate for the following disabilities associated with construction work.

- (i) Climatic conditions when working in the open on all types of work.

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- (ii) The physical disadvantages of having to climb stairs or ladders.
 - (iii) The disability of dust blowing in the wind, brick dust and drippings from newly poured concrete.
 - (iv) Sloppy and muddy conditions associated with the initial stages of the erection of a building.
 - (v) The disability of working on all types of scaffolds or ladders other than a swing scaffold, suspended scaffold, or bosun's chair.
 - (vi) The lack of usual amenities associated with factory work (e.g. meal rooms, change rooms, lockers).
- (h) HOURLY RATE CALCULATION - The calculation of the hour rate shall be calculated by adding the amounts prescribed by paragraphs 1(b) Weekly Wage Rate, 1(c) Special Allowance, 1(d) In Charge of Plant Allowance, 1(e) Leading Hand and 1(g) Industry Allowance of this subclause and dividing the total by 38.

FOR EMPLOYEES IN DIVISION D - WEEKLY HIRE, MAINTENANCE & WORKSHOPS

1. WAGE RATES

- (a) The weekly wage rate set out hereunder shall be the rates payable to adult employees classified herein.

Classification	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) Joiner and/or machinist	365.20	46.80	16.00	428.00
(ii) Carpenter	365.20	46.80	16.00	428.00
(iii) Bricklayer	365.20	46.80	16.00	428.00
(v) Plasterer	365.20	46.80	16.00	428.00
(vi) Painter, decorator, paper hanger, glazier	365.20	46.80	16.00	428.00
(vii) Roof Tiler and slater	365.20	46.80	16.00	428.00
(viii) Shopfitter (as defined)	365.20	46.80	16.00	428.00
(ix) Floor sander	365.20	46.80	16.00	428.00
(x) Boilermaker and/or structural steel tradesman	365.20	46.80	16.00	428.00
(xi) Fibrous plaster caster	365.20	46.80	16.00	428.00
(xii) Signwriter	376.20	53.50	16.00	445.70
(xiii) Marker or setter out	383.50	46.90	16.00	446.40
(xiv) Special Class Tradesman	383.50	48.20	16.00	447.70

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PROVIDED that an employee who is the holder of a Certificate in Building shall be paid an allowance of \$3.90 per day in addition to all other wage rates prescribed for his classification.

2. LEADING HANDS AND FOREMAN

In addition to the rates prescribed in subclause 1(a) Weekly Wage Rates of this Division, leading hands (as defined) or if appointed as such shall be paid:

	Per Hour \$
(i) if in charge of not more than 1 person	28¢
(ii) if in charge of 2 and not more than 5 persons	61¢
(iii) if in charge of 6 and not more than 10 persons	77¢
(iv) if in charge of over 10 persons	\$1.02
(v) Foreman - in addition to rates prescribed in subclause 1(a) Weekly Wage Rates of this Division, a Foreman in charge of complete projects shall be paid per day extra \$14.25.	

PROVIDED that payments prescribed in this subclause shall not be taken into account for purposes of calculating hourly rates prescribed in Clause 8 - Wage Rates, Division A, subclause 1 Wage Rates.

3. TOOLS AND TOOL ALLOWANCE

In addition to the rates prescribed in Clause 8 - Wage Rates, Division A, subclause 1 - Wage Rates and subclause 2 - Leading Hands and Foreman of this Division, employees shall be paid a tool allowance per week in accordance with the following in recognition of the employee providing the tools specified in Clause 46 - Tools and Lockers.

	\$
Carpenter and/or floor sander	17.30
Joiner and/or shop fitter	17.30
Signwriter	4.30
Bricklayer	12.40
Stonemason	17.30
Plasterer	14.30
Roof tiler and slater	9.10
Painter and paper-hanger	4.30
Glazier	4.30

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4. DISABILITY ALLOWANCE

In addition to rates prescribed in subclauses 1, 2 and 3 of this Division all employees mentioned hereunder shall be paid an allowance of \$7.90 per week to compensate for disabilities of the industry not otherwise provided for in this award.

- (i) employees engaged on maintenance work;
- (ii) employees (including apprentices) employed in joinery or wood- machining workshops;

5. PIECE-WORK

Engagement on a piece-work basis may be entered into provided:

- (a) payment for such work shall be paid at a rate which will enable an employee to earn not less than 33 1/3% above appropriate wage rates prescribed herein for ordinary hours of work and in addition thereto payment for all prescribed special rates, allowances and penalty rates; and
- (b) an employee engaged on piece-work shall be entitled to all of the conditions of employment prescribed in this award for employees on weekly hire.

6. APPRENTICES

The employment of apprentices shall be in accordance with the requirements of the Industrial and Commercial Training Act 1985 and Regulations made thereto.

- (a) The Weekly Wage Rate to be paid by employers to apprentices shall be the undermentioned percentages of the current minimum weekly wage rate prescribed in subclause 1(a) Weekly Wage Rates of the relevant adult classifications of this Division.

Year of Apprenticeship	Percentage	Base Rate	Supplementary Payment		Weekly Wage Rate
			(A)	(B)	
	%	\$	\$	\$	\$

(i) Carpenter/Bricklayer Stonemason, Plasterer, Painter, Decorator, Paper hanger, Glazier, Boilermaker					
1st year	38	150.50	6.10	6.00	162.60
2nd year	55	217.90	8.70	8.80	235.40
3rd year	75	297.10	11.90	12.00	321.00
4th year	90	356.50	14.30	14.40	385.20

In addition, Disability Allowance \$7.90 and Tool Allowance as prescribed in subclause 3 of this Division.

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(ii) Signwriter

1st year	38	153.70	9.60	6.10	169.40
2nd year	55	222.40	13.90	8.80	245.10
3rd year	75	303.30	19.00	12.00	334.30
4th year	90	364.00	22.70	14.40	401.10

In addition, Disability Allowance \$7.90 and Tool Allowance as prescribed in subclause 3 of this Division.

(iii) Roof Tiler and Slater

1st year	50	198.10	7.90	8.00	214.00
2nd year	75	297.10	11.90	12.00	321.00
3rd year	90	356.50	14.30	14.40	385.20

In addition, Disability Allowance \$7.90 and Tool Allowance as prescribed in subclause 3 of this Division.

The said minimum rates shall be calculated to the nearest 10 cents.

- (b) An employee who is under 21 years of age on completion of an apprenticeship or any junior, other than a probationary or an apprentice, who uses the tools in performing work usually carried out by tradesmen, shall be paid not less than the appropriate wage prescribed for tradesmen.
- (c) Tool allowances in accordance with the scale prescribed in subclause 3 - Tools and Tool Allowance of this Division, shall be paid to apprentices, in addition to rates prescribed in subclause 6 (a) above.

An employer who provides an apprentice with a kit of tools may withhold from the wages of an apprentice the tool allowance until such time as the employer is reimbursed the cost of the tools. In the event of an apprentice being dismissed or leaving the employment before the cost of tools has been reimbursed, the employer shall be entitled to deduct from any monies owing to the apprentice the amount owing to or retain such of the tools as will equal the value then owing.

Tools also provided shall be kept at the employer's establishment during the usual hours of work.

- (d) Should an apprentice at the time of being apprenticed produce a School Certificate (Full Award) with passes in Mathematics, English and Science, he/she shall be entitled to \$1.16 per week extra in addition to wages and allowances prescribed in this division.
- (e) The provisions of Clauses 10 - Annual Leave, 11 - Bereavement Leave, 14 - Easter Saturday, 18 - Hours, 26 - Multi-storey Allowance, 27 - Overtime and Special Time, 29 - Payment of Wages, 35 - Public Holidays and Holiday Work, 36 - Rest Periods and Crib Time, 40 - Shift Work, 41 - Sick Leave, 42 - Special Rates, and 48 -

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Weekend Work shall be applicable to and in respect of the employment of apprenticed junior employees to the extent that they are consistent with the provisions of any articles of indenture in accordance with the terms of the contract of employment.

7. JUNIOR LABOUR

- (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to six on work performed in shops or joinery mills. Provided, nevertheless, that an employer who employs two adult employees may employ one unapprenticed junior employee.
- (b) The Weekly Wage Rate to be paid to juniors not being apprentices or probationary apprentices shall be the undermentioned percentages of the sum of the amounts prescribed in Clause 8 - Wage Rates, Division B - Builders' Labourers', subclause 1(b) Weekly Wage Rate, classification (4) and 1(c) Special Allowance.

	%	Weekly Wage Rate \$
Under 19 years of age	75	286.80
19 to 20 years of age	90	344.20
20 to 21 years of age	100	382.40

- (c) The provisions of subclause 4 Disability Allowance of this Division, and Clauses 10 Annual Leave, 11 - Bereavement Leave, 14 - Easter Saturday, 18 - Hours, 26 - Multi-storey Allowance, 27 - Overtime and Special Time, 29 - Payment of Wages, 35 - Public Holidays and Holiday Work, 36 - Rest Periods and Crib Time, 40 - Shift Work, 41 - Sick Leave, 42 - Special Rates and 48 - Weekend Work shall be applicable to the employment of unapprenticed junior employees.
- (d) The work that may be performed by unapprenticed juniors shall be running messages, sweeping and cleaning. Where juniors are engaged on duties other than those mentioned in this subclause they shall be paid not less than the hourly hire rates prescribed for the appropriate classification in Division B - Builders Labourers, subclause 1 - Wage Rates."

2 DELETE CLAUSE 16 FIRST AID CERTIFICATE ALLOWANCE, AND INSERT IN LIEU THEREOF THE FOLLOWING:

"16. FIRST AID CERTIFICATE ALLOWANCE

An employee who is the holder of a current St. John First Aid Certificate, shall if required to act as a first aid attendant, be paid \$1.55 per day extra."

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3 DELETE FROM CLAUSE 26 MULTI-STORY ALLOWANCE, SUB-CLAUSE (c) AND INSERT IN LIEU THEREOF THE FOLLOWING:

"(c) Rates - for buildings which commenced on or after 1 September 1979

Except as provided for in subclause (d) - Service Cores of this clause, an allowance in accordance with the following table shall be paid to all employees on the building site. The second and subsequent allowance scales shall, where applicable, commence to apply to all employees when one of the following components of the building structural steel, reinforcing steel, boxing or walls, rises above the floor level first designated in each such allowance scale.

'Floor level' means that stage of construction which in the completed building would constitute the walking surface of the particular floor level referred to in the table of payments.

From commencement of building to 15th Floor level	29 cents per hour extra
From 16th Floor level to 30th Floor level	36 cents per hour extra
From 31st Floor level to 45th Floor level	54 cents per hour extra
From 46th Floor level to 60th Floor level	69 cents per hour extra
From 61st Floor level onwards	87 cents per hour extra

The allowance payable at the highest point of the building shall continue until completion of the building."

4 VARY CLAUSE 42 SPECIAL RATES, BY DELETING THE EXISTING RATES AND INSERTING IN LIEU THEREOF THE FOLLOWING:

Subclause	Delete	Insert
(a) Insulation	44¢	45¢
(b) Hot Work	36¢ 44¢	37¢ 45¢
(c) Cold Work	36¢	37¢
(d) Confined Spaces	44¢	45¢
(e) Swinging Scaffold	\$2.58 53¢	\$2.63 54¢
(f) Explosive Powered Tools	84¢	86¢

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(g) Wet Work	36¢	37¢
(h) Dirty Work	36¢	37¢
(i) Towers Allowance	36¢	37¢
	36¢	37¢
(j) Toxic Substances	44¢	45¢
	36¢	37¢
(l) Asbestos	44¢	45¢
(m) Furnace Work	95¢	97¢
(n) Acid Work	95¢	97¢
(o) Bricklayers Laying other than Standard Bricks	36¢	37¢
	63¢	64¢
	90¢	92¢
(p) Cleaning Down Brickwork	330	34¢
(q) Bagging	33¢	34¢
(r) Bitumen Work	44¢	45¢
(s) Plaster or Composite Spray	36¢	37¢
(t) Slushing	36¢	37¢
(u) Dry Polishing of Tiles	44¢	45¢
(v) Cutting Tiles	44¢	45¢
(w) Second Hand Timber	\$1.39	\$1.42
(x) Roof Repairs	44¢	45¢
	33¢	34¢
	33¢	34¢
	44¢	45¢
	63¢	64¢
(y) Computing Quantities	\$2.58	\$2.63
(z) Height Work - Painting Trades	33¢	34¢
(aa) Underground Allowance	\$1.54	\$1.57
	\$7.69	\$7.84
	\$1.54	\$1.57

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	\$7.69	\$7.84
(cc) Certificate Allowance	36¢	37¢
(dd) Cutting Bricks	44¢	45¢
(ee) Spray Application	36¢	37¢
(gg)	44¢	45¢
(hh) (I) Hydraulic Hammer	60¢	61¢
(hh) (II) Greaser Carry Oils	\$5.95	\$6.06
(hh) (iii) Pile Driving	\$8.20	\$8.36
(hh) (iv)	\$1.79	\$1.82

5 DELETE FROM CLAUSE 43 SPECIAL TOOLS AND PROTECTIVE CLOTHING, SUBCLAUSE (g) (iv) AND INSERTING IN LIEU THEREOF THE FOLLOWING:

"(iv) The employer shall make available for the use of carpenters and joiners during working hours, a suitable grindstone or wheel together with power (hand or mechanically driven) for turning it. If a grindstone or wheel is not made available the employer shall pay to each carpenter or joiner \$3.57 per week in lieu of same."

6 DELETE FROM CLAUSE 57 MULTI-STOREY ALLOWANCE, SUBCLAUSE (C) AND INSERTING IN LIEU THEREOF THE FOLLOWING:

"(c) Rates - for buildings to commence on or after 1 September 1979

Except as provided for in subclause (d) - Service Cores of this clause, an allowance in accordance with the following table shall be paid to all employees on the building site. The second and subsequent allowance scales shall, where applicable commence to apply to all employees when one of the following components of the building structural steel, reinforcing steel, boxing or walls, rises above the floor level first designated in each such allowance scale.

'Floor level' means that stage of construction which in the completed building would constitute the walking surface of the particular floor level referred to in the table of payments.

From commencement of building to 15th floor level	29 cents per hour extra;
From 16th floor level to 30th floor level	36 cents per hour extra;
From 31st floor level to 45th floor level	54 cents per hour extra;

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From 46th floor level to 60th floor level 69 cents per hour extra;

From 61st floor level onwards 87 cents per hour extra.

The allowance payable at the highest point of the building shall continue until completion of the building."

7 VARY CLAUSE 61 SPECIAL RATES, BY DELETING THE EXISTING RATES AND INSERTING IN LIEU THEREOF THE FOLLOWING:

Subclause	Delete	Insert
(a) Hot Work	36¢	37¢
	44¢	45¢
(b) Cold Work	36¢	37¢
(c) Towers Allowance	36¢	37¢
	36¢	37¢
(d) Insulation	44¢	45¢
(e) Confined Spaces	44¢	45¢
(f) Swinging Scaffold	\$2.58	\$2.63
	53¢	54¢
(g) Tunnel Work	\$1.50	\$1.53
(i) Dirty Work	36¢	37¢
(j) Lifting other than Standard Bricks	36¢	37¢
	63¢	64¢
	90¢	92¢
(k) Explosive Powered Tools	84¢	86¢
(l) Furnace Work	95¢	97¢
(m) Acid Work	95¢	97¢
(n) (ii) Asbestos	44¢	45¢
(o) Cleaning Down Brickwork	33¢	34¢
(p) (iii) Toxic Substances	44¢	45¢
	36¢	37¢

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(q) Hot Bitumen	44¢	45¢
(r) Wet work	36¢	37¢

8 DELETE CLAUSE 67 FIRST AID CERTIFICATE ALLOWANCE, AND INSERTING IN LIEU THEREOF THE FOLLOWING:

"67. FIRST AID CERTIFICATE ALLOWANCE

An employee who is the holder of a current Red Cross or St. John First Aid Certificate, shall if required to act as a first aid attendant, be paid \$1.55 per day extra."

OPERATIVE DATE:

The foregoing variations shall come into effect from the first full pay period commencing on or after 26 July 1995.

P A Imlach
COMMISSIONER

28 September 1995