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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
(T9062 of 2000)

Private sector awards

FULL BENCH:

DEPUTY PRESIDENT R J WATLING
COMMISSIONER P L LEARY
COMMISSIONER P A IMLACH

Wage Rates - State Wage Case July 2000 - application to vary private sector awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number S5000 - 2000 Safety Net Review - Wages - Agreed Settlement - \$15.00 Arbitrated Safety Net Adjustment and 3.14% increase to work related allowances - Approved

NATIONAL TRAINING WAGE (TASMANIAN PRIVATE SECTOR) AWARD

ORDER BY CONSENT

No. 3 of 2000

THE **NATIONAL TRAINING WAGE (TASMANIAN PRIVATE SECTOR) AWARD** IS VARIED IN THE FOLLOWING MANNER:

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By deleting Clause 8 - WAGE RATES, and inserting in lieu thereof the following:

"8. WAGE RATES

- (a) (i) The weekly wages payable to Trainees (as defined) shall be as provided in paragraphs (iv), (v) and (vi) of this subclause.
- (ii) These wage rates will only apply to Trainees (as defined) while they are undertaking an approved Traineeship (as defined) which includes approved training (as defined).
- (iii) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.

(iv) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A.

School Leaver	Highest Year of Schooling Completed		
	Year 10	Year 11	Year 12
	\$	\$	\$
	147.00 (50%)*	182.00 (33%)	
	171.00 (33%)	205.00 (25%)	249.00
plus 1 year out of school	205.00	249.00	290.00
plus 2 years	249.00	290.00	337.00
plus 3 years	290.00	337.00	386.00
plus 4 years	337.00	386.00	
plus 5 years or more	386.00		

(v) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level B.

School Leaver	Highest Year of Schooling Completed		
	Year 10	Year 11	Year 12
	\$	\$	\$
	147.00 (50%)*	182.00 (33%)	
	171.00 (33%)	205.00 (25%)	239.00
plus 1 year out of school	205.00	239.00	275.00
plus 2 years	239.00	275.00	323.00
plus 3 years	275.00	323.00	368.00
plus 4 years	323.00	368.00	
plus 5 years or more	368.00		

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(vi) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level C.

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	147.00 (50%)*	182.00 (33%)	
	171.00 (33%)	205.00 (25%)	230.00
plus 1 year out of school	205.00	230.00	258.00
plus 2 years	230.00	258.00	289.00
plus 3 years	258.00	289.00	323.00
plus 4 years	289.00	323.00	
plus 5 years or more	323.00		

(vii) School Based Traineeships

School based traineeships skill levels A, B and C	Year of Schooling	
	Year 11 \$	Year 12 \$
	187.00	205.00

* Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

(b) Set out below are the industry/skill levels of approved Traineeships. The industry skill levels are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B or C) that may be contained in a Traineeship Scheme.

INDUSTRY SKILL LEVELS

Industry/Skill Level A

Office Clerical
Finance, Property and Business Services

Industry /Skill Level B

Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing

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Industry/Skill Level C

Community Services and Health
Pastoral
Environmental
Wholesale and Retail - Vehicle Repair Services and Retail Sector.

- (c) The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:
- (i) Any agreement of the parties
 - (ii) The nature of the industry
 - (iii) The total training plan
 - (iv) Recognition that training can be undertaken in stages
 - (v) The exit skill level in the relevant award contemplated by the Traineeship.

In the event that the parties disagree with such determination it shall be open to any party to the award to seek to have the matters in dispute determined by the Tasmanian Industrial Commission.

- (d) For the purposes of this provision, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to
- (i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
 - (ii) include any period during which a trainee repeats in whole or part a year of schooling beyond Year 10;
 - (iii) not include any period during a calendar year in which a year of schooling is completed; and
 - (iv) have effect on an anniversary date being 1 January in each year.
- (e) No increase in wage rates, as a result of an increase in the number of years "out of school" experience by a trainee, shall be payable before 1 January 1997.
- (f) Special Arrangements

Subject to the foregoing, the Tasmanian Industrial Commission shall be requested to determine the appropriate wage rates and/or conditions of employment for any Traineeship (as defined) not regarded by the parties or any of them as appropriately covered by this award."

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OPERATIVE DATE

This variation shall come into operation from the first full pay period to commence on or after 1 August 2000.

RJ Watling
DEPUTY PRESIDENT

2 August 2000