

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.

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

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.

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

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.

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

TIMBER MERCHANTS 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

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.

AMEND THE **TIMBER MERCHANTS AWARD** IN THE FOLLOWING MANNER:

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

8. WAGE RATES

DIVISION A - SAWMILLER, TIMBER MERCHANT AND/OR TIMBER GETTER

1. WAGES - ADULTS

Section (a)

An adult employee of a classification specified hereunder shall be paid:

- (i) Not less than the weekly wage rate appropriate to the employee's classification according to the group assigned to that classification in the Classification Schedule hereunder and the weekly wage rates shown in the following Group Wage Rates Schedule; or
- (ii) In the case of a classification specified in section (c) of this subclause, not less than the weekly wage rate payable under that section for the area in which the employee is working.

GROUP WAGE RATES SCHEDULE

Designation of Group	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
A	354.70	34.00	388.70
B	335.10	34.00	369.10
C	320.30	34.00	354.30
D	309.80	34.00	343.80
E	301.40	34.00	335.40
F	295.70	34.00	329.70
G	292.20	34.00	326.20
H	286.10	34.00	320.10
I	279.40	34.00	313.40
J	271.60	34.00	305.60

GROUPS AND CLASSIFICATIONS

Number	Classification	Group
1.	Assembler, wall frame (other than classification 55 (e))	H
2.	Axeman -	

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.

(a)	Broad Axeman	B
(b)	Adzeman	B
(c)	Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	
3.	Boxes, crates and/or cases -	
(a)	Breaking up	I
(b)	Cleaning and/or steaming	I
(c)	Spraying machinist	I
(d)	Splicing machinist	I
(e)	Printing machinist	H
(f)	Munitions - ammunition box manufacture - employees not elsewhere included	H
(g)	Lacing and wiring machinist	I
(h)	Nailing machinist	
(i)	Multiple (a) Up to and including 12 tracks	H
	(b) Over 12 tracks	F
(ii)	Other	I
(i)	Cleating or stitching machinist	I
(j)	Finishing	H
(k)	Wire bound box making machinist	G
(l)	Hoop ironing and/or wiring (bench hand)	G
(m)	Making and/or repairing (manual)	G
(n)	Sorting, crating and/or stacking cardboard boxes and/or cardboard cases	J
(o)	Reconditioning cardboard boxes and/or cardboard cases	G
(p)	Slitter/Slotter machine using cardboard	G
4.	Bulk bin maker	H
5.	Carpenter and/or joiner (inclusive of tool allowance) - See section (c) of this subclause	
6.	Carpenter, bush (as defined) (inclusive of tool allowance)	F
7.	Carpenter making stock work (as defined) (inclusive of tool allowance)	F
8.	Chain saw operator (other than faller)	F
9.	Chip Conveyor Operator	E
10.	Chip screen attendant	E
11.	Chip tester	E
12.	Crane attendant or dogman - See section (c) of this subclause	
13.	Debarker operator (a) Mechanical	E
	(b) Hydraulic	D
14.	Dogger (see classification 67 (f) (vi))	
15.	Driver -	
(a)	Caterpillar or similar type of logging tractor engaged in logging and/or ancillary operations	B
(b)	Wheeled or crawler loader, including side loader, fitted with fork, grab, bucket or splitting attachment, with lifting capacity -	
(i)	Up to and including 10000lb	D
(ii)	Over 10000lb and up to and including 30000lb	C

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.

- | | |
|--|---|
| (iii) Over 30000lb | B |
| (c) Winch | D |
| (d) Where two or more fork lifts or cranes are engaged on any one lift the driver thereof shall be paid an additional amount at the rate of 57 cents per day for each day so occupied. | |
| 16. Drivers - see clause 1(c) | |
| (a) Motor lorry or wagon | |
| (b) Motor (not being a tractor) drawing trailer | |
| (c) Oil tractor | |
| (d) Articulated vehicle | |
| (e) Straddle truck | |
| 17. Driver driving truck transporting logs at pine plantations shall be paid the following amounts additional to his ordinary wage: | |
| (a) with crane attachment \$2.60 per week | |
| (b) without crane attachment \$1.20 per week | |
| 18. Elevator and/or piler man in connection with stacking or unstacking timber | I |
| 19. Faller who works alone, selects his trees and sharpens his own saws | C |
| 20. Faller, other | D |
| 21. Faller, head (as defined) | B |
| 22. Faller, pine plantations (see classification 60 (a)) | |
| 23. Feeder on moulding machine - automatic - feed table | I |
| 24. Firewood cutter | I |
| 25. Floor surfacer | F |
| 25A. Forwarder Log Handling machine | B |
| 26. Glazier (a) first class (as defined) -
See section (c) of this subclause | |
| (b) all others | D |
| 27. Gluer (a) Edge band: operator in charge of
(b) High frequency: operator | C |
| 28. Grader/timber (as defined) | F |
| 29. Grinder whose principal duty is grinding knives and cutters | |
| (a) Tradesman | B |
| (b) Other | F |
| 30. Immunising or impregnating plant operator (responsible man) - | |
| (a) Cold borax pressure treatment | E |
| (b) Hot borax non-pressure treatment | E |
| (c) Copper chrome arsenate pressure treatment | C |
| (d) Hot creosote pressure treatment
(minimum pressure 200 lbs per square inch) | C |
| 31. Kiln attendant (as defined) | F |
| 32. Kiln operator (as defined) | E |
| 33. Kiln supervisor (as defined) | B |
| 34. Labourer, experienced (as defined) | J |
| 35. Laminated beam maker | |
| (a) responsible for setting up machine, | |

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.

setting our product and operating machine -	
(i) on continuous process	B
(ii) other	C
(b) assistant or other operator	E
36. Landing builder or repairer	I
37. Loading or turning sleepers over 5 feet long	I
38. Loading logs	I
39. Log chuteman	I
40. Log conveyorman	I
41. Logman, river (as defined)	I
42. Log cabin manufacture -	
(a) Log preparing machine operator	C
(b) Assistant log preparing machine operator	F
(c) Module fabricator	D
43. Log skidder, pneumatic tyred	B
44. Log washer	I
45. Log yardman or skidman	H
46. Machinist (woodworking) -	
(a) 'A' Grade (as defined)	B
(b) 'B' Grade (as defined)	E
(c) 'C' Grade - means an adult employee other than a tradesman, operating any of the following machines and he shall be paid the wage rate assigned thereto:	
(i) Sander, belt polisher	F
(ii) Moulder	G
(iii) All other machines prescribed in 'A' & 'B' Grades, except the machines referred to in (a), (b), (e), (f), (k) and (l) of 'A' Grade	H
(iv) Borer less than three spindles	H
(v) Truss jig and/or press (other than setting)	H
47. Measurer (as defined)	I
48. Measurer, log	H
49. Mill-waste chipper attendant	H
50. Millwright (as defined) - See section (c) of this subclause	
51. Motor mechanic - See section (c) of this subclause	
52. Offsider to forklift truck driver where offsider is required to work at a height above 9 feet	I
53. Offsider to logging tractor or bulldozer driver	G
54. Operator employed on gluing segs and/or cramps for the laminating of veneers or timber for ribs, frames or spars for aircraft or marine work and for girders, beams and trusses for constructional work	C
55. (a) Operator employed on gluing jigs and/or cramps for laminating, fabricating or assembling of timber or plywood or veneers or other materials (except employees covered by Classification 54)	F
(b) Operator or door and/or panel routing and drilling machine	F

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.

(c)	(i)	Operator of punching and notching machine, preparing metal components to be fitted to door and/or panels by mechanical means	I
	(ii)	Employees fitting metal components to doors and/or panels by mechanical means	F
(d)	(i)	Operator of door and/or panel trimming machine where the operator is required to set up such machine or to grind the knives machine and grind the knives and cutters	B
	(ii)	Operator of door and/or panel trimming machine where the operator is required to set up such machine but is not required to grind the knives and cutters	F
	(iii)	Operator of door and/or panel trimming machine where the operator is not required to set up such machine nor to grind the knives and cutters	I
	(iv)	Operator of Tree Harvester	C
	(v)	Operator of Grapple Saw	B
(e)		Operator in charge of wall frame fabricating machine (See also classification 1) -	
	(i)	computerised numerically controlled 'Hurn/Wadkin'	B
	(ii)	manually controlled	C
(f)		Operator in charge of mechanical stress grader	C
56.		Operator of buckler - limber - buncher machine (LOGMA)	C
57.		Orderman (as defined)	F
58.		Orderman	
	(a)	Class 1 (as defined)	C
	(b)	Class 2 (as defined)	D
59.		Pallet maker	G
60.		Pine plantation employees -	
	(a)	Faller	F
	(b)	Loader, trimmer and employee cutting logs	I
61.		Pole dresser (excluding broad axeman and/or adzeman)	C
62.		Pole handler	G
62A.		Post Pointer	H
63.		Primer (by any method)	H
64.		Pulpwood cutter and/or splitter	H
65.		Rigger or Tree climber	B
66.		Sanitary man	D
67.		Sawing employees -	
	(a)	Sawyers -	
	(i)	Log Band sawyer	B
	(ii)	Log cross cut circular sawyer chip industry	G
	(iii)	Sawyer who breaks down logs and cuts timber to an accurate size.	B
	(iv)	Stave cutting sawyer	D
	(v)	Sawyer who breaks down logs but does not cut timber to accurate size.	D
	(vi)	Flitching frame sawyer	E

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.

(vii) No. 1 Benchman	B
(viii) No. 2 Benchman	D
(ix) No. 3 Benchman	G
(x) No. 4 Benchman	I
(xi) Gang frame sawyer	F
(xii) Power driven crosscut sawyer other than dockerman	G
(xiii) Roller re-cut band sawyer using blade over 3 inches in width	D
(xiv) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze and sharpen his own saw	C
(xv) Roller re-cut band sawyer using blade not over 3 inches in width if not brazing or sharpening his own saw	F
(xvi) Circular sawyer if cutting a depth of or over 7 1/2 inches	D
(xvii) Circular sawyer if cutting a depth of under 7 1/2 inches	E
(xviii) Edger sawyer to log band sawyer	D
(xix) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut out planks to finished sizes for use in the manufacture of boxes and cases	E
(xx) Sawyer cutting timber 3 inches or over received from sawyer in (xix) hereof	E
(xxi) Sawyer cutting timber less than 3 inches received from sawyer in (xix) and (xx) hereof	F
(xxii) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	F
(xxiii) Frame sawyer	F
(xxiv) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw	C
(xxv) Detail band or jig sawyer if not brazing or sharpening his saw	F
(xxvi) Sawyer cutting detail	D
(xxvii) Sawyer preparing timber for moulding machine (other than vertical, flat or deep cutting)	F
(xxviii) Cross-cut sawyer, cabinet furniture or joinery work	F
(xxix) Cross-cut sawyer in box and case factories	I
(xxx) Cross-cut sawyer not provided for elsewhere herein	I
(xxxi) Case or box bench sawyer flatting off up to 2 inches in thickness	I
(xxxii) Sawyer using Symonsen log turner - 10 cents per day additional to ordinary rate	
(xxxiii) Edge-truing multiple sawyer who is required to set up	D
(xxxiv) (a) Edge-truing multiple sawyer who is not required to set up	F
(b) Multiple Saw Edger (Hydraulic or air operated)	C
(xxxv) Edge-truing multiple sawyer using chipper attachment who is required to set up	C
(xxxvi) Edge-truing multiple sawyer using chipper attachment who is not required to set up	E
(xxxvii) Multiple cross-cut sawyer, excluding dockerman who is	

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.

	required to set up saws	G
	(xxxviii) Multiple cross-cut sawyer, excluding dockerman who is not required to set up saws	I
	(xxxix) Horizontal band saw using adjustable table	C
	(xxxx) Horizontal band saw not using adjustable table	E
	(xxxxi) Multiple trimmer operator	E
	(xxxxii) Operator panel and wall saws	H
(b)	Dockerman	
	(i) Dockerman where two or more docking saws -	
	(i) Responsible man (as defined)	G
	(ii) Other	I
	(ii) Dockerman (where tallying or not) where only one docking saw	H
	(iii) Docker computerised (optimiser)	D
	(iv) Docker Automatic	G
(c)	Handleman	G
(d)	Header-in (feeder) re-cut band saw	I
(e)	Leverman	G
(f)	Pullers-out -	
	(i) Puller-out No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes -	
	1. Single-handed on dead or manually operated roller	E
	2. On dead or manually operated roller where not single-handed	G
	3. Power-driven (other than manual power or friction feed)	G
	(ii) Puller-out No. 2 bench -	
	1. Single-handed on dead or manually operated roller	G
	2. On dead or manually operated roller where not single-handed	H
	3. Power-driven (other than manual power) or friction feed	I
	(iii) Puller-out or assistant No. 3 bench	I
	(iv) Puller-out on log-bandsaw, edging saw, roller re-cut bandsaw using blade of or over 3 inches in width or circular saw cutting depth of over 7 1/2 inches	H
	(v) Puller-out - circular saw cutting depth of under 7 1/2 inches and length over 3ft. 6in. except on saws flattening off	I
	(vi) Puller-out, dogger or wedger up - any breaking down saw	H
(g)	Setters on saw carriages	I
(h)	Sorter, board line	H
(i)	Mechanical size operator	G
68.	Saw doctor (as defined)	A
69.	Saw sharpener (as defined)	D
70.	Saw sharpener who does not tension saws	F
71.	Spar or plank road builder	I
72.	Splitting machine, log, operator	F
73.	Spotter at spot mills	D
74.	Spray gun (paint) operator (one coat other than prime coat)	H
75.	Spray gun (paint) operator (two coats or more)	G

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.

76. Spray painting machine operator	F
77. Stacker, block, of timber and/or plywood and/or veneer	I
78. Stacker, for seasoning by means of stripping or other recognised method	H
78A. Automatic stacking machine operator	F
79. Storeman and/or packer - See section (c) of this subclause	
80. Tailer-out, moulder or planing machine -	
(a) checking timber and docking out faults	G
(b) other	I
81. Tallyman (as defined)	F
82. Timber bender -	
(a) By hand	G
(b) Operating machine	E
(c) Who selects timber, improvises own forms and equipment and operates machine	C
83. Timber traverser operator	H
83A. Tradesman's Assistant	G
84. Tree climber or rigger	B
85. Trellis Maker	I
86. Truss, setter of jig (see also classification 46(c)(v))	B
87. Watchman and/or security officer who attends fires and boilers	G
88. Watchman and/or security officer who does not attend fires and boilers	H
89. Water dogman (as defined)	G
90. Weighbridge attendant	B
91. Wood turner, using hand tools	B
92. Stationary engine drivers (as defined) - see section (c) of this subclause	
93. Crane drivers - see section (c) of this subclause	
94. Mobile crane drivers - see section (c) of this subclause	
95. Traction engine drivers - Rail - see section (c) of this subclause	
96. Mechanical Plant Drivers or Operators - see section (c) of this subclause (See note after Group 6 of this classification)	
97. Greaser, etc. - see section (c) of this subclause	
98. Additional amounts (engine drivers and/or firemen) - see section (c) of this subclause	
99. All others	J

Section (b)

In addition to the weekly wage rates prescribed by section (a), a leading hand having under his supervision 2 to 6 employees shall be paid \$11.10 per week and for more than 6 employees \$17.60 per week.

Section (c)

The rates of pay prescribed for the various classes of occupations indicated hereunder shall be as prescribed for such classes of occupations in the locality concerned by the award or determination indicated hereunder and such rates of pay shall be deemed to be altered in like manner and from the same operative date whenever any alterations are

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.

made to the relevant rates prescribed for such occupations in the locality concerned by the award or determination indicated hereunder as in force from time to time.

Number	Classification	Award/Determination
5	Carpenter and/or joiner	Building Trades
12	Crane attendant or dogman	Metal Industry
16	Driver, etc.	Transport Workers' (General)
26	Glazier - first class	Furnishing Trades
50	Millwright	Metal Trades (classification Fitter)
51	Motor Mechanic	Metal Industry
79	Storeman and/or Packer	Storeman and Packers (General Stores)
92	Stationary engine drivers	Engine Drivers and Firemen's (General)
93	Crane drivers	Engine Drivers and Firemen's (General)
94	Mobile crane drivers	Engine Drivers and Firemen's (General)
95	Traction engine drivers - Rail	Engine Drivers and Firemen's (General)
96	Mechanical plant drivers or operators	Engine Drivers and Firemen's (General)
97	Greasers, etc.	Engine Drivers and Firemen's (General)
98	Additional amounts	Engine Drivers and Firemen's (General)

2. SPECIAL ALLOWANCES

In addition to the weekly wage rates set out in subclause 1 hereof the following allowances shall be paid:

- (a) Submerged timber - regular employees carrying off rafts of sunken rapunts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom 26 cents per hour.
- (b) Saw bench crew cutting charred timber shall be paid an allowance of 97 cents per day where the employer or his representative and the employees concerned are agreed that the disabilities associated with sawing such timber are unusually dirty or objectionable.
- (c) Drivers or motor lorries or wagons who are required to collect on delivery moneys (excluding not negotiable cheques) on behalf of the employer shall be paid the following allowances:

	Per Week \$
For any amount up to \$20	0.50
For any amount over \$20 but not exceeding \$200	1.10
For any amount over \$200 but not exceeding \$600	2.10
For any amount over \$600 but not exceeding \$1,000	3.30
For any amount over \$1,000	4.20

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.

The above allowances shall be deemed to be altered in accordance with any alterations made to the collecting of moneys allowances prescribed by the Transport Workers' (General) Award in force from time to time.

3. RATES FOR APPRENTICES AND JUNIORS

(a) The minimum weekly wage rate to be paid to apprentices shall be as follows:

(i) Apprentices (other than Saw Doctor Apprentices)

Year of Apprenticeship	Percentage of Weekly Wage Rate for Wood Machinist 'A' Grade
First	50
Second	60
Third	75
Fourth	90

(ii) Saw Doctor Apprentices

Year of Apprenticeship	Percentage of Weekly Wage Rate for Saw Doctor
First	50
Second	60
Third	75
Fourth	90

(iii) Where an apprentice is under the age of 21 years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) Unapprenticed Juniors

The minimum weekly wage rate to be paid to unapprenticed juniors shall be the undermentioned percentages of the ordinary weekly wage rate payable under classification 99 - All others, subclause 1 hereof:

Years of age	Percentage of weekly wage rate prescribed for classification 99 All others
16	40
17	55
18	70
19	85
20	100

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.

(c) Adjustment of Rates for Apprentices and Juniors

The above percentages shall be calculated in multiples of 5 cents, amounts of 2 cents or less being taken to the lower multiple and amounts in excess of 2 cents being taken to the higher multiple.

DIVISION B - CLERKS AND SALES ASSISTANTS

1. WAGES

Except as prescribed in paragraphs (iv) and (v) hereof, adult employees of a classification hereunder mentioned shall be paid the weekly wage rate assigned opposite that classification.

(i) Adult Clerks

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1. First year's experience	290.30	34.00	324.30
Second year's experience	311.50	34.00	345.50
Third year's experience	339.10	34.00	373.10
2. An accountant or chief clerk wholly responsible for office work and who prepares the balance sheet and profit and loss account	452.60	34.00	486.60
3. A clerk who is in charge of and responsible for the work of -			
(a) 5 or more employees	400.50	34.00	434.50
(b) 3 or 4 employees	384.50	34.00	418.50
(c) 2 employees	376.50	34.00	410.50

'Employees' in this paragraph shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

(ii) Sales Assistants and Allied Classifications

1. Assistants -

(a) First year's adult experience	290.30	34.00	324.30
(b) Second year's adult experience	311.50	34.00	345.50
(c) Third year's adult experience and thereafter	339.10	34.00	373.10
2. Senior Sales Assistant	357.80	34.00	391.80

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.

3.	Sales Section Manager/Manageress in charge of and responsible for the work of -			
	(a) 5 or more employees	400.50	34.00	434.50
	(b) 3 or 4 employees	384.50	34.00	418.50
	(c) 2 employees	376.50	34.00	410.50
4.	Gunsmith	306.30	34.00	340.30
5.	Cleaner	280.10	34.00	314.10
6.	Van Salesman	339.50	34.00	373.50
7.	Storeman/Storewoman and Packers			
	(a) Storeman/Storewoman Grade 1	299.90	34.00	333.90
	(b) Storeman/Storewoman Grade 2	310.00	34.00	344.00

A Storeman/woman working singly and/or a storeman/woman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues and stock checking of goods and/or materials, notation and preparation of necessary documents.

8.	Sales Representative			
	(a) Country Sales representative	341.50	34.00	375.50
	(b) Town or local sales representative	315.60	34.00	349.60

(iii) Juniors - Clerks

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.

	Percentage of Second Year Adult Rate (\$345.50) %	Weekly Wage Rate \$
Under 16 years of age	40	138.20
16 to 17 years of age	45	155.50
17 to 18 years of age	55	190.00
18 to 19 years of age	70	241.90
19 to 20 years of age	80	276.40
20 to 21 years of age	90	311.00

PROVIDED further when determining the wage 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

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.

Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(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 paragraph 1(iv) 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 ALWAYS that trainee clerk (as defined) wage rate shall be calculated in multiples of ten cents with any result of five cents or more being taken to the next ten cents.

(v) Additional Payments

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

	Amount \$
Under 16 years of age	1.00
16 to 17 years of age	1.30
17 to 18 years of age	1.40
18 to 19 years of age	1.60
19 to 20 years of age	2.00
20 to 21 years of age	2.10
21 years of age and over	2.80

(vi) Estimating Service

In estimating the number of years service of an employee the total clerical experience in the service of every employer in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established shall be taken into account.

(vii) Junior Sales Assistants

The minimum weekly wage rate that shall be paid to junior sales assistants shall be the undermentioned percentages of the second year adult weekly wage rate adjusted to the nearest 10 cents.

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.

	Percentage of Second Year Adult Rate (\$345.50) %	Weekly Wage Rate \$
Under 17 years of age	54	186.60
17 to 18 years of age	59	203.80
18 to 19 years of age	73	252.20
19 to 20 years of age	86	297.10
20 to 21 years of age	90	311.00

PROVIDED further when determining the wage payable to an employee attaining the age of 21 years, who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience.

DIVISION C - 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

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.

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

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.

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.

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.

- (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 from Clause 20 - First Aid Allowance, the amount of \$4.65 and insert in lieu thereof the amount of \$4.75.

OPERATIVE DATE

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

F D Westwood
PRESIDENT

18 July 1997