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**TASMANIAN INDUSTRIAL COMMISSION**

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

**Construction, Forestry, Mining and Energy Union,  
Tasmanian Branch**  
(T.5533 of 1995)

**Australian Municipal, Administrative,  
Clerical and Services Union**  
(T.5591 of 1995)

**FURNISHING TRADES AWARD**

COMMISSIONER P A IMLACH

15 September 1995

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

**ORDER BY CONSENT -**

**Order - No. 4 of 1995**

THE **FURNISHING TRADES AWARD** IS VARIED IN THE FOLLOWING MANNER:

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**1. Delete Clause 8 (Wage Rates) and insert in lieu thereof the following:**

**"8. WAGE RATES**

**DIVISION A1 - PRODUCTION/FURNISHING INDUSTRY  
TRADESPERSONS EMPLOYEES**

1. WAGE RATES

(a) An adult employee in the classifications listed (other than an apprentice junior employee or any employee in respect of whom an authority under Section 79 of the Act is in force) shall be paid the weekly wage rate as specified hereunder for the classification level concerned.

| Classification                    | Base Rate<br>Relativity<br>% | Base<br>Rate<br>\$ | Safety Net<br>Adjustment<br>\$ | Weekly Wage<br>Rate<br>\$ |
|-----------------------------------|------------------------------|--------------------|--------------------------------|---------------------------|
| <b>Production Employee</b>        |                              |                    |                                |                           |
| Level P1                          | 78                           | 325.40             | 16.00                          | 341.40                    |
| Level P2                          | 82                           | 342.10             | 16.00                          | 358.10                    |
| Level P3                          | 87.4                         | 364.60             | 16.00                          | 380.60                    |
| Level P4                          | 92.4                         | 385.50             | 16.00                          | 401.50                    |
| <b>Furniture<br/>Tradesperson</b> |                              |                    |                                |                           |
| Level T1                          | 100                          | 417.20             | 16.00                          | 433.20                    |
| Level T2                          | 105                          | 438.10             | 16.00                          | 454.10                    |
| Level T3                          | 115                          | 479.80             | 16.00                          | 495.80                    |

(b) **PROVIDED** that an employee handling money (as defined) shall be paid the following additional weekly amounts:

|                                     | Amount Per Week<br>\$ |
|-------------------------------------|-----------------------|
| For any amount handled up to \$20   | 0.60                  |
| Over \$20 but not exceeding \$200   | 1.10                  |
| Over \$200 but not exceeding \$600  | 2.30                  |
| Over \$600 but not exceeding \$1000 | 3.40                  |
| Over \$1000                         | 4.40                  |

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## 2. APPRENTICES

(a) Junior Apprentices

The minimum weekly wage rate for apprentices shall be the undermentioned percentages of the weekly wage rate for a Furniture Tradesperson Level T1 prescribed in paragraph 1(a) of this division adjusted to the nearest ten cents:

|          | %  |
|----------|----|
| 1st year | 42 |
| 2nd year | 55 |
| 3rd year | 75 |
| 4th year | 88 |

**PROVIDED** that during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

| Year of Apprenticeship | Operative Dates |  |          |
|------------------------|-----------------|--|----------|
|                        | 10/07/95        | Second Safety Net<br>Adjustment (26/07/95) | 10/04/96 |
|                        | \$              | \$   | \$       |
| 1st year               | 170.20          | 173.60                                     | 182.00   |
| 2nd year               | 222.90          | 227.30                                     | 238.30   |
| 3rd year               | 303.90          | 309.90                                     | 324.90   |
| 4th year               | 374.20          | 381.20                                     | 381.20   |

(b) Adult Apprentices

The weekly wage rate for adult apprentices shall be the undermentioned percentages of the weekly wage rate for a Furniture Tradesperson Level T1 prescribed in paragraph 1(a) of this Division adjusted to the nearest 10 cents:

|             | %    |
|-------------|------|
| First year  | 83.5 |
| Second year | 88   |
| Third year  | 93   |
| Fourth year | 98   |

**PROVIDED** that during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

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| Year of Apprenticeship | Operative Dates |  |
|------------------------|-----------------|--|
|                        | 10/07/95<br>\$  | Second Safety Net<br>Adjustment (26/07/95)<br>\$ |
| 1st year               | 355.10          | 361.80   |
| 2nd year               | 374.20          | 381.20   |
| 3rd year               | 395.50          | 402.90   |
| 4th year               | 416.70          | 424.50   |

### 3. UNAPPRENTICED JUNIORS

The minimum weekly wage rate for an unapprenticed junior shall be the undermentioned percentage of the total weekly wage rate for a Production Employee Level P3, as prescribed in paragraph 1(a) of this Division adjusted to the nearest ten cents:

| Age                          | %    |
|------------------------------|------|
| Under 17                     | 45   |
| 17 and under 18 years of age | 55   |
| 18 and under 19 years of age | 65   |
| 19 and under 20 years of age | 78.5 |
| 20 and under 21 years of age | 93   |

**PROVIDED** that during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

| Age                          | Operative Dates |  |                               |
|------------------------------|-----------------|--|-------------------------------|
|                              | 10/07/95<br>\$  | Second Safety Net<br>Adjustment (26/07/95)<br>\$ | March 96*<br>(See Note)<br>\$ |
| Under 17                     | 159.70          | 163.30   |                               |
| 17 and under 18 years of age | 195.20          | 199.60   |                               |
| 18 and under 19 years of age | 230.20          | 235.40   |                               |
| 19 and under 20 years of age | 286.90          | 293.20   |                               |
| 20 and under 21 years of age | 339.10          | 346.50   |                               |

\*NOTE: The third increase has been approved in principle by the Commission but its final approval and incorporation into the award will be subject to further application and hearing in March 1996.

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#### 4. LEADING HANDS

In addition to the rates prescribed in paragraph 1(a) of this Division leading hands shall be paid the following:-

|   | Amount per Week<br>\$ |
|---|-----------------------|
| In charge of not less than 3 and not more than 10 employees | 11.20                 |
| In charge of more than 10 and not more than 20 employees    | 20.30                 |
| In charge of more than 20 employees                         | 29.00                 |

#### 5. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

**PROVIDED** that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

#### 6. TRAINEE UPHOLSTERY/SEWING MACHINIST OR SOFT FURNISHINGS (AS DEFINED)

(a) Australian Traineeship System (ATS)

The weekly wage payable to an Australian Traineeship System Trainee shall be determined by multiplying the unapprenticed junior rates, as prescribed in subclause 3 of this division, by 39 which represents the actual weeks spent on the job, and dividing that sum by 52, to provide a weekly wage. Further, the rate determined shall in no case be less than the minimum rate prescribed by the Australian Traineeship System guidelines.

In order to achieve stability of income and related living standards these rates will be paid as a weekly wage and will be unaffected by the 13 weeks off-the-job, training to be carried out during the 12 month training period.

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(b) Career Start Traineeship System (CST)

The weekly wage payable to a Career Start Trainee shall be calculated by taking the appropriate classification rate prescribed in Division A 1 of Clause 8 - Wage Rates of this Award, that would otherwise have been applicable to the employee had the employee not been a Career Start Trainee, and multiplying that weekly rate by the number of weeks spent on-the-job as specified in the Training Agreement (as defined) and dividing that amount by the number of weeks duration of the contract of training as specified in the registered Training Agreement (as defined).

The terms of this paragraph applying to Career Start Traineeships operate in conjunction with a Commonwealth Government Scheme; under which, if weekly wages calculated using the method outlined above, fall below \$125.00 for those under 18 years old, and \$150.00 for those 18 years and over, or any revised amount, the Commonwealth will provide a supplementary allowance to bring the total income of Trainees undertaking the Career Start Traineeships up to these levels.

In the event that the Commonwealth Government reduces these minimum income maintenance levels, the terms of the Award will be revised

**DIVISION A2 - GLASS (OTHER THAN SAFETY GLASS)**

1. WAGE RATES

(a) Weekly Wage Rate

An adult employee's ordinary weekly wage rate is inclusive of the award rate of pay and the arbitrated safety net adjustments detailed in paragraph (b) herein, together with the excess payments contained in subclause 2 of this Division.

(b) Adult Employees

An adult employee in the classifications listed (other than an apprentice, junior employee, or any employee in respect of whom an authority under Section 79 of the Act is in force) shall be paid the weekly wage rate as specified hereunder for the classification level concerned.

| Level | Base Rate<br>Relativity<br>% | Base<br>Rate<br>\$ | Safety Net<br>Adjustment | Weekly<br>Wage Rate<br>\$ |
|-------|------------------------------|--------------------|--------------------------|---------------------------|
| G6    | 110                          | 458.90             | 16.00                    | 474.90                    |
| G5    | 105                          | 438.10             | 16.00                    | 454.10                    |
| G4    | 100                          | 417.20             | 16.00                    | 433.20                    |
| G3    | 95                           | 396.30             | 16.00                    | 412.30                    |
| G2    | 90                           | 375.50             | 16.00                    | 391.50                    |
| G1`   | 87                           | 362.90             | 16.00                    | 378.90                    |

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- (c) **PROVIDED** that an employee handling money (as defined) shall be paid the following additional weekly amounts:

|                              |        | Amount Per Week |
|------------------------------|--------|-----------------|
|                              |        | \$              |
| For any amount handled up to | \$20   | 0.60            |
| Over \$20 but not exceeding  | \$200  | 1.10            |
| Over \$200 but not exceeding | \$600  | 2.30            |
| Over \$600 but not exceeding | \$1000 | 3.40            |
| Over \$1000                  |        | 4.40            |

## 2. EXCESS PAYMENTS

- (a) Employees shall receive excess payments in accordance with the table set out in paragraph (c) herein. These excess payments shall be added to the weekly wage rate provided for in paragraph 1(b) to provide the total weekly wage rate for all purposes of the award.
- (b) The excess payments in this subclause shall not be subject to adjustment.
- (c) Table of Excess Payments

| Classification | Excess Payment Per Week |
|----------------|-------------------------|
|                | \$                      |
| Level G4       | 11.70                   |
| Level G3       | 10.90                   |
| Level G2       | 9.80                    |
| Level G1       | 9.60                    |

## 3. LEADING HANDS

In addition to the rates prescribed in subclauses (1) and (2) of this Division, leading hands shall be paid per week extra the following:

|  | Amount per Week |
|--|-----------------|
|  | \$              |
| In charge of not less than two and not more than 10 employees      | 9.60            |
| In charge of more than 10 employees and not more than 20 employees | 16.90           |
| In charge of more than 20 employees                                | 24.10           |

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#### 4. APPRENTICES AND JUNIOR WORKERS

(a) The weekly wage rate for apprentices and junior workers shall be the undermentioned percentages of the appropriate ordinary weekly wage rates prescribed herein adjusted to the nearest ten cents:

(i) Apprentices

| Year of Apprenticeship | Percentage of<br>ordinary weekly<br>wage for adults in<br>Level G4<br>% | Weekly Wage<br>Rate<br>\$ |
|------------------------|---|---------------------------|
| 1st Year               | 40  | 178.00                    |
| 2nd Year               | 50  | 222.50                    |
| 3rd Year               | 71  | 315.90                    |
| 4th Year               | 85.5  | 380.40                    |

(ii) Junior Workers

| Age                          | Percentage of<br>ordinary weekly wage<br>for adults in Level G1<br>% | Weekly Wage<br>Rate<br>\$ |
|------------------------------|--|---------------------------|
| Under 17                     | 31   | 120.40                    |
| 17 and under 18 years of age | 43   | 167.10                    |
| 18 and under 19 years of age | 61   | 237.00                    |
| 19 and under 20 years of age | 83   | 322.50                    |
| 20 and under 21 years of age | 100  | 388.50                    |

(iii) Adult Apprentices

| Year of Apprenticeship | Percentage of<br>ordinary weekly wage<br>for adults in Level G4<br>% | Weekly Wage<br>Rate<br>\$ |
|------------------------|--|---------------------------|
| 1st Year               | 83.5   | 371.50                    |
| 2nd Year               | 88   | 391.50                    |
| 3rd Year               | 93   | 413.80                    |
| 4th Year               | 98   | 436.00                    |

An adult apprentice shall be entitled to a tradesman's rate of pay within six months of successfully completing the formal training modules.

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5. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

**PROVIDED** that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

**DIVISION B - CLERICAL EMPLOYEES**

1. WAGE RATES

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

| Classification                | Base Rate<br>Relativity<br>% | Base Rate<br>\$ | Safety Net<br>Adjustment<br>\$ | Weekly<br>Wage Rate<br>\$ |
|-------------------------------|------------------------------|-----------------|--------------------------------|---------------------------|
| <b>Clerk Adult</b>            |                              |                 |                                |                           |
| Entry Level                   | 78                           | 325.40          | 16.00                          | 341.40                    |
| <b>Clerical Assistant</b>     |                              |                 |                                |                           |
| Grade 1                       | 90                           | 375.50          | 16.00                          | 391.50                    |
| <b>Clerical Officer</b>       |                              |                 |                                |                           |
| Grade 2                       | 95                           | 396.30          | 16.00                          | 412.30                    |
| Grade 3                       | 100                          | 417.20          | 16.00                          | 433.20                    |
| Grade 4                       | 105                          | 438.10          | 16.00                          | 454.10                    |
| <b>Administrative Officer</b> |                              |                 |                                |                           |
| Grade 5                       | 110                          | 458.90          | 16.00                          | 474.90                    |
| Grade 6                       | 115                          | 479.80          | 16.00                          | 495.80                    |
| Grade 7                       | 120                          | 500.60          | 16.00                          | 516.60                    |

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## 2. JUNIOR EMPLOYEES

(a) Junior Employee Clerks

The minimum weekly wage rate that may be paid to juniors performing duties consistent with the definition of Clerical Assistant shall be the undermentioned percentages of the Grade 1 weekly wage rate, adjusted to the nearest ten cents.

| Age                   | Percentage of Grade 1<br>(\$391.50)<br>% | Weekly Wage Rate<br>\$ |
|-----------------------|--|------------------------|
| Under 16 years of age | 40                                       | 156.60                 |
| 16 to 17 years of age | 45                                       | 176.20                 |
| 17 to 18 years of age | 55                                       | 215.30                 |
| 18 to 19 years of age | 70                                       | 274.10                 |
| 19 to 20 years of age | 80                                       | 313.20                 |
| 20 to 21 years of age | 90                                       | 352.40                 |

(b) Other Junior Clerical/Administrative Employees

The minimum weekly wages rates that shall be paid to all other juniors shall be the undermentioned percentages of the Grade 2 weekly wage rate, adjusted to the nearest ten cents.

| Age                   | Percentage of Grade 2<br>(\$412.30)<br>% | Weekly Wage Rate<br>\$ |
|-----------------------|--|------------------------|
| Under 16 years of age | 40                                       | 164.90                 |
| 16 to 17 years of age | 45                                       | 185.50                 |
| 17 to 18 years of age | 55                                       | 226.80                 |
| 18 to 19 years of age | 70                                       | 288.60                 |
| 19 to 20 years of age | 80                                       | 329.80                 |
| 20 to 21 years of age | 90                                       | 371.10                 |

## 3. 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 employee as prescribed in subclause 2 - Junior Employees 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.

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**PROVIDED ALWAYS** that the Trainee Clerk (as defined) weekly 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.

4. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee’s new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

**PROVIDED** that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

**DIVISION C - DRIVERS**

1. WAGE RATES

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

| Classification  | Award Rate<br>Relativity<br>% | Base<br>Rate<br>\$ | Safety Net<br>Adjustment<br>\$ | Weekly<br>Wage Rate<br>\$ |
|---|-------------------------------|--------------------|--------------------------------|---------------------------|
| <b>Driver</b>   |                               |                    |                                |                           |
| Driving motor vehicles up to but not exceeding 4.5 tonnes GVM                   | 87.4                          | 364.60             | 16.00                          | 380.60                    |
| Driving motor vehicles exceeding 4.5 tonnes GVM but not exceeding 15 tonnes GVM | 92.4                          | 385.50             | 16.00                          | 401.50                    |

**PROVIDED** that an employee handling money (as defined) shall be paid the following additional weekly amounts:

|                                     | Amount Per Week<br>\$ |
|-------------------------------------|-----------------------|
| For any amount handled up to \$20   | 0.60                  |
| Over \$20 but not exceeding \$200   | 1.10                  |
| Over \$200 but not exceeding \$600  | 2.30                  |
| Over \$600 but not exceeding \$1000 | 3.40                  |
| Over \$1000                         | 4.40                  |

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2. JUNIOR EMPLOYEES

Junior employees required to drive vehicles as provided for in this award shall be paid the following percentage of the appropriate adult weekly wage rate adjusted to the nearest ten cents.

| Age                          | %          |
|------------------------------|------------|
| Under 19 years of age        | 70         |
| 19 and under 20 years of age | 80         |
| 20 years and over            | Adult rate |

3. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee’s new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

**PROVIDED** that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process."

**2 DELETE CLAUSE 10 (APPRENTICESHIPS) SUBCLAUSE (d)(ii) (Allowances) AND INSERT IN LIEU THEREOF THE FOLLOWING:**

"(ii) An apprentice who obtains and produces to his/her employer a certificate or statement of competency or proficiency issued for any year of his/her technical education by an approved college or school providing technical training shall be entitled, for the ensuing twelve months, to the following extra payment:

|                                    |                 |
|------------------------------------|-----------------|
| if in his/her first year           | \$1.40 per week |
| if in his/her second year          | \$1.75 per week |
| if in his/her third or fourth year | \$2.10 per week |

Such additional payments shall not be cumulative."

**3 DELETE FROM CLAUSE 17 (DISABILITY ALLOWANCE) THE MONETARY AMOUNTS AND INSERT IN LIEU THEREOF THE FOLLOWING:**

- (a) \$14.10 (37 cents)
- (c) 37 cents.

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**4 DELETE FROM CLAUSE 18 (FIRST AID CERTIFICATE) THE MONETARY AMOUNT OF \$5.60 AND REPLACE IT WITH \$5.70.**

**5 DELETE FROM CLAUSE 40 (SPECIAL RATES, ALLOWANCES AND CONDITIONS) THE MONETARY AMOUNTS AND INSERT IN LIEU THEREOF THE FOLLOWING:**

- (a) (i) Confined spaces - 33 cents
- (ii) Dirty Work - 26 cents
- (iii) Height Money (1) 15 cents  
(2) 32 cents
- (iv) Hot Places (1) 25 cents  
(2) 33 cents
- (v) Wet Places - 26 cents
- (vi) Slag Wool, etc - 33 cents
- (vii) Collection of Moneys - \$2.80.

**OPERATIVE DATE**

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

PA Imlach  
**COMMISSIONER**

15 September 1995