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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

(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

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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

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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

INSURANCE 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. 3 of 1997

AMEND THE **INSURANCE AWARD** IN THE FOLLOWING MANNER:

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

"8. WAGE RATES

**DIVISION A - FIRE AND/OR LIFE INSURANCE SOCIETY OR COMPANY,
ACCIDENT, MARINE AND/OR GENERAL INSURANCE SOCIETY OR COMPANY**

1. WAGE RATES

The salaries of employees engaged in the trade referred to in this Division shall be in accordance with those prescribed in the award known as the Insurance Officers' Clerical Indoor Staff Award made by the Australian Industrial Relations Commission.

Any dispute arising in respect of the provisions of this Division shall be referred to the Tasmanian Industrial Commission whose decision shall be final.

**DIVISION B - MEDICAL INSURANCE SOCIETY OR COMPANY, HEALTH
INSURANCE SOCIETY OR COMPANY, HOSPITAL INSURANCE SOCIETY OR
COMPANY**

- (a) (i) Adult employees shall be paid in accordance with the following classification structure.

Clerical and Administrative Officer	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Grade 1 (as defined)	86	358.80	34.00	392.80
Grade 2 (as defined)	91	379.70	34.00	413.70
Grade 3 (as defined)	95	396.30	34.00	430.30
Grade 4 (as defined)	101	421.40	34.00	455.40
Grade 5 (as defined)	108	450.60	34.00	484.60

- (b) Junior Employees

Junior employees shall be paid the undermentioned percentage of the appropriate adult weekly wage rate dependent upon the actual work performed.

	[1] %	[2] %
16 years of age and under	50	55
17 years of age	60	65
18 years of age	70	75
19 years of age	80	85
20 years of age	90	95

- [1] This scale applies to junior employees who have completed Year 10 schooling and who meet the minimum qualification standards of Grade 1.

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[2] This scale applies to junior employees who have completed Year 11 and/or Year 12 schooling in a relevant discipline and/or who have completed a relevant traineeship."

OPERATIVE DATE

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

P A Imlach
COMMISSIONER

16 July 1997