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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

Monumental Masons Award

Optical Industries Award

Pasminco Rosebery (Mining) Award

Plant Nurseries Award

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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  
Clerical and Administrative Employees (Private Sector) Award

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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

**MEAT PROCESSING INDUSTRY 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**

AMEND THE **MEAT PROCESSING INDUSTRY AWARD** IN THE FOLLOWING MANNER:

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

**8. WAGE RATES**

(a) An adult employee of a classification specified herein employed in any of the industries or divisions hereof to which this award applies shall, except as otherwise specified, be paid the weekly wage rate herein assigned to that classification.

	*Base Rate Relativity %	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Total Weekly Wage Rate \$
Meat Industry Employee Entry Level	80	292.20	27.20	34.00	353.40
Meat Industry Employee Level 1	85	310.40	30.50	34.00	374.90
Meat Industry Employee Level 2	88	321.40	32.40	34.00	387.80
Meat Industry Employee Level 3	90	328.70	33.70	34.00	396.40
Meat Industry Employee Level 4	95	346.90	36.90	34.00	417.80
Meat Industry Employee Level 5	100	365.20	40.10	34.00	439.30
Meat Industry Employee Level 6	105	383.50	43.30	34.00	460.80
Meat Industry Employee Level 7	110	401.70	46.50	34.00	482.20

\* At the conclusion of the minimum rates adjustment process.

(b) Piecework - Slaughterer

(i) An employee engaged on piecework to perform slaughtering duties shall receive a loading of 10% on the relevant classification rate (ie. Meat Industry Employee Level 5) while on annual leave, sick leave, holidays with pay, rostered days off or compassionate leave.

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JUNIOR WORKERS

The minimum weekly wage rates that may be paid to junior workers shall be the undermentioned percentages of Level 2 (\$387.80) adjusted to the nearest ten (10) cents.

	%	\$
Under 17	50	193.90
17 to 18 year old	60	232.70
18 to 19 year old	70	271.50
19 to 20 year old	80	310.20
20 to 21 year old	90	349.00

APPRENTICES

The minimum weekly wage rate for apprentices engaged as an apprentice slaughterer, apprentice butcher or apprentice smallgoods person shall be the undermentioned percentages of the tradespersons wage contained in Level 5:

	%	\$
First year	50	219.70
Second year	65	285.50
Third year	72	316.30
Fourth year	95	417.30

**PROVIDED** that employees employed as apprentices and who do not receive accredited off-the job technical training shall be paid the relevant tradespersons weekly wage rate as set out in Wage Rates - Level 5.

PIECEWORK RATES

By mutual agreement between the employer and the employee piecework may be worked and if so, piecework rates may be paid as follows:

A. Cattle -	\$
1. Works registered for export	
(i) When dressed on a cradle	5.8159
(ii) Using mechanical hide puller	5.2342
2. Works not registered for export	7.4774
3. Killafaddy	5.8159
4. Cobbs Hill	5.8159

Bulls and/or bull stags 181.5 kg and over shall be paid for at double the appropriate cattle rate.

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B.	Sheep and/or Lambs -		\$
1.	Solo		1.5375
2.	Cobbs Hill		1.2685
3.	Chain (in works registered for Export)		1.2685
C.	Calves (dressed carcase weights) -		
1.	22.75 kg and under		1.4631
	22.76 kg to 36.25 kg		2.4950
	36.26 kg to 54.5 kg		3.8665
	54.51 kg to 113.5 kg		5.2181
	113.51 kg and over to be classed as cattle		
2.	Calf-chain where mechanical hide puller is operated		1.2076
D.	Pigs (dressed carcase weight) -	Manual	Machine
		\$	\$
1.	27.25 kg and under	3.4615	2.3518
	27.26 kg to 54.5 kg	4.6325	3.5158
	54.51 kg to 90.75 kg	5.8261	4.6840
	90.76 kg and over	9.3600	6.9425
2.	Boars, 55.0 kg and over (except intensive lot fed boars)		6.9425
E.	Rams and Ram Stags -		
1.	Solo		3.0750
2.	Cobbs Hill		2.5370
3.	Chain (in works registered for export)		2.5370
F.	Ram lambs (up to first showing of two teeth) -		
1.	Solo		2.3063
2.	Cobbs Hill		1.9028
3.	Chain (in works registered for export)		1.9028

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(a) **Boners** may be employed at the following piecework rates:

- (i) Mutton - 1.0676 for each carcase;  
rams shall be paid at double rates whenever done;  
  
Birdcage sheep - 4 carcasses shall count as 5 sheep;  
sheep, or portion of sheep over 29 kg to be paid for at rate  
and a half.

- (ii) Beef -  
  
Standard cut for canning or U.S.A. Market boneless beef, including the  
removal of fillet in 1 piece - 1.3985 per quarter;  
  
Boned out as specified cuts or precision boning - 1.4971 per quarter.  
  
Penalty for heavyweight cows and steers - carcase in excess of 272 kg shall  
be at one and a half times the rate prescribed; bulls shall be paid for at  
double rates whenever done.

**'Precision boning'** means the removal of meat in the form of specified trade  
cuts, or portions of fabricated meats by methods such as seaming which  
requires an increase in the work to be performed by the boner in order to  
complete the task.

Boners shall be required to remove the paddy-whack.

Where boners are required to derive boneless meat for canning or U.S.A.  
Market, boneless beef from pieces of bone-in meat listed above, they shall be  
paid a loading of 15% on the amount prescribed per quarter.

(iii) Calves -	<b>\$</b>
up to 27.25 kg	1.0896
27.26 kg to 54.5 kg	1.6302
54.51 kg to 90.75 kg	3.2354
over 90.75 kg to be paid at beef prices.	

bird-caged calves - 4 carcasses shall count as 5;  
bird-caged calves boned in the side method with intercostal muscle attached -  
4 shall count as 6.

- (iv) Pork -  
  
\$3.0427 per 45.5 kg bone-in weight;  
\$2.4428 per 45.5 kg when de-fatted and de-rinded.

An employee who is required to bone hot meat, ie. meat which has not  
previously been chilled and is boned within 8 hours of slaughtering, shall be  
paid an additional 10% on the appropriate rates prescribed.

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An employee who is required to bone boars shall be paid at double the ordinary rate.

(b) Slicer - Trimmers may be employed at the following piecework rates:

(i) Mutton -

prepared for local market - \$0.5041 per carcass;  
prepared for U.S.A. or export market - \$0.6156 per carcass.

(ii) Beef -

prepared for local market - \$0.8623 per quarter;  
prepared for U.S.A. or export market - \$1.1254 per quarter.

(iii) Veal -

\$

prepared for local market:	
up to 27.25 kg per carcass-	0.2579
27.26 kg to 54.5 kg per carcass-	0.3510
54.51 kg to 90.75 kg to carcass-	0.7420

prepared for U.S.A. or export market	
up to 27.25 kg per carcass-	0.5041
27.26 kg to 54.5 kg per carcass	0.7948
54.51 kg to 90.75 kg per carcass	1.3834
penalties, bulls and rams - 1 shall equal 1 1/2	

(iv) Additions to Piecework Rates

(a) Mutton (Export)

Squaring and deseaming backstraps - an additional 5% per carcass.

(b) Beef (Export)

(i) Denuded topside - an additional 6.25% per hind quarter.

(ii) Seaming shin muscle from silverside - an additional 2.5% per hind quarter.

(iii) Silverside Flats and Eyes - an additional 2.5% per hind quarter."

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**2. Delete Clause 9 - Allowances and insert in lieu thereof the following:**

**"9. ALLOWANCES**

**Drivers**

A smallgoods seller who operates a refrigerated vehicle shall be paid per week an extra \$3.40.

Motor, drawing trailer \$1.55 per day extra.

Further additional amount for employee carting specially offensive material - \$2.42 per week extra.

Further additional amount for driver who loads and/or unloads carcasses - \$1.95 per week extra.

**Driver's Licence**

If an employee employed in any of the classifications in respect of which this award is made uses the employee's driver's licence exclusively in the business of driving any class or type of motor vehicle in respect of which such employee is required to hold a licence, the employee's licence fee shall be paid by the employer at the time of the employee taking annual leave.

**First Aid**

The employer shall provide and maintain a sufficient first aid box for injured employees. Such first aid box shall be to the satisfaction of the Tasmanian Industrial Commission.

An employee who holds current first aid qualifications from St. John Ambulance or similar body, and who is appointed by the employer to perform first aid duty shall be paid \$1.15 per day extra.

**Freezers**

An employee required to work in temperatures:

- (a) from -2 to -16 degrees C., shall be paid per hour extra 14 cents
- (b) from -16 to -18 degrees C., shall be paid per hour extra 33 cents
- (c) from -18 to -21 degrees C., shall be paid per hour extra 44 cents
- (d) in excess of -21 degrees C., shall be paid per hour extra 59 cents

**PROVIDED** that employees engaged in the sawing and packing of frozen meat cuts shall be paid per hour, whilst so engaged 35 cents.

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### **Incidental Expenses**

Where an employee is involved in meeting the cost of fares, accommodation or other expenses incurred as a result of attending for work to which the employee is directed by the employer, the employee shall be reimbursed for all expenses reasonably incurred.

When required to use the employee's own vehicle, the employee shall be paid an allowance of 38 cents per kilometre.

### **Leading Hands**

Leading hands not otherwise provided for:

In charge of 3 to 10 employees	-	\$16.20 per week extra.
In charge of 10 to 20 employees	-	\$23.80 per week extra.
In charge of 20 or more employees	-	\$30.70 per week extra.

### **Maintenance**

Employees classified in item 3 hereof who are holders of an 'A' Grade licence shall be paid an additional allowance of \$10.60 per week.

A licence nominee shall be paid an allowance of \$29.80 per week in addition to the weekly wage.

### **Meals**

An employee (other than an employee employed in an abattoir) who is required overtime for more than one and one half hours without being notified the previous day shall either be supplied with a meal by the employer or be paid a meal allowance of \$9.45.

### **Other Allowances**

In addition to the rates prescribed above, to compensate for the disabilities of the industry not otherwise provided for in this award, employees shall be paid an allowance of :

- (i) \$11.80 per week when engaged upon construction work, and
- (ii) \$6.10 per week when engaged upon maintenance work.

An employee engaged on work of cleaning or scraping any boiler, flue or economiser shall whilst so employed be paid an additional amount per hour to the employee's ordinary or overtime pay of 96 cents.

### **Penalty Rates For Slaughtering**

- (a) Treble rates shall be payable for diseased sheep, lambs, cattle and pigs which are condemned by the Meat Inspector for tuberculosis or for diseases contagious to human beings.

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Any dispute arising out of this subclause shall be referred to the Stock Inspector for adjudication and his decision shall be final and binding on the employer and the employees.

- (b) Cattle that have to be carted in or dragged to the killing floor shall be paid for at time and a half or rate and a half.
- (c) If, in the opinion of the Superintendent or the Superintendent's nominee, sheep are unreasonably dirty or objectionable, payment shall be made at double rates.
- (d) Double woolled sheep (ie.) sheep which have in excess of 18 months wool) payment shall be made at double rate.
- (e) For solo slaughtering sheep weighing from 29.00kg to 40.75kg dressed weight shall be paid for at rate and a half.
- (f) Sheep weighing over 40.75kg shall be paid for at double rates.
- (g) Rams weighing 40.75kg and over dressed weight shall be paid for at treble rates.
- (h) Any employee other than a slaughterer who is required to cut and handle any stock condemned by a veterinary officer or meat inspector for tuberculosis or for diseases contagious to human beings shall be paid the following penalty rates:

52 cents per head for pigs, sheep and calves and \$1.05 per head for cattle.

### **Saving Serum and Skinning Slink**

An employee required to perform the task or tasks of saving foetal calf serum or skinning slinks shall in addition to the employee's normal rate of pay prescribed by this award be paid as a penalty payment for each hour or part thereof the employee is engaged on either or both of such tasks an amount of 92 cents.

### **Tools of Trade**

All employees (other than pieceworkers) engaged in classifications that are proclaimed as trades under the *Vocational Education and Training Act, 1994* shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$9.00 per week.

Pieceworkers shall supply their own tools of trades.

An Employer shall provide each apprentice with such tools as are customarily used in the trade, such tools to remain the property of the employer.

Employees (including juniors) other than those mentioned above shall be supplied with all tools and equipment or be paid an allowance of \$1.00 per week.

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**PROVIDED** that such allowances shall not be subject to adjustment when computing payments for shifts penalty rates, for weekend or holiday work, for overtime or for any other purpose.

### **Travelling**

When an employee uses the employee's own motor vehicle at the request of the employer the employer shall be paid an allowance of 38 cents per kilometre travelled in the course of the employee's duties.

### **FOLLOW-ON LABOUR SLAUGHTERER SECTION**

The rates to be paid to follow-on labour for overs shall be 10 cents for sheep and lambs and 46 cents for cattle or calf equivalents:

#### Weight for calf equivalents

22.75 kg and under	11 cents
22.76 kg to 36.25 kg	11 cents
36.26 kg to 54.5 kg	16 cents
54.6 kg to 113.5 kg	25 cents

Payment for overs shall be made to follow-on labour for cattle, sheep and lambs processed by slaughterer in excess of the prescribed weekly tallies.

That an additional payment of 16 cents per head be paid to follow-on labour employed in the Pig Slaughtering Section for all pigs processed in excess of 200 per week per slaughterer. In the calculation of the number processed on any week each pig shall be counted as one unit irrespective of weight and type."

### **OPERATIVE DATE**

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

R J Watling  
**COMMISSIONER**

15 July 1997