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TASMANIAN INDUSTRIAL COMMISSION

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

Produce Award

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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
Community Services Award
Entertainment Award
Estate Agents Award

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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

PUBLIC ACCOUNTANTS 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. 4 of 1997

AMEND THE **PUBLIC ACCOUNTANTS AWARD** IN THE FOLLOWING MANNER

P055

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

"8. WAGE RATES

**DIVISION A
Employees employed in Office of Public Accountants**

1. ADULT EMPLOYEES

Adult employees shall be paid the undermentioned weekly wage rates:

(a) Employees studying for qualifications listed in subclause 4 hereof.

Years of Adult Experience	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1st	311.30	34.00	345.30
2nd	323.80	34.00	357.80
3rd	336.80	34.00	370.80
4th	349.90	34.00	383.90
5th	360.80	34.00	394.80
6th	375.40	34.00	409.40
7th	393.60	34.00	427.60
8th	405.80	34.00	439.80
9th	418.90	34.00	452.90
10th	431.90	34.00	465.90

(b) Employees other than in (a) of this subclause

(i) Years of Adult Experience

1st	310.40	34.00	344.40
2nd	332.10	34.00	366.10
3rd	360.40	34.00	394.40

(ii) An amount of \$3.10 per week shall be paid to stenographers, audio-typists, accounting machine, tele-typists, computer, data processing, tabulating machine, card punch and verifier operators.

(iii) In addition to the wage rates prescribed in (b) of this subclause, employees of a classification hereunder shall be paid the following allowances:-

Employees in charge of and responsible for the work of -

2 employees	\$10.20 per week extra
3 or 4 employees	\$13.50 per week extra
5 or more employees	\$17.60 per week extra

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2. JUNIOR EMPLOYEES

The minimum weekly wage rates that may be paid to junior employees shall be the undermentioned percentages of the prescribed adult rate calculated to the nearest 10 cents:

(a) Employees studying for qualifications listed in subclause 4 hereof:

	% of 1st Year Adult weekly wage rate paragraph 1(a) hereof (\$345.30)		Weekly Wage Rate	
	%	%	\$	\$
	(A)	(B)	(A)	(B)
16 - 17 years of age	48	55	165.70	189.90
17 - 18 years of age	58	65	200.30	224.40
18 - 19 years of age	68	74	234.80	255.50
19 - 20 years of age	78	82	269.30	283.10
20 - 21 years of age	89	92	307.30	317.70

Wage rates in column (A) are to be paid to employees who have not qualified for matriculation at a recognised University. Wage rates in column (B) are to be paid to employees who have so qualified for matriculation.

(b) Employees other than in (a) of this subclause:

	% of 1st Year Adult weekly wage rate paragraph 1(b) hereof (\$366.10)	Weekly Wage Rate \$
	(i) Under 16 years of age	40
16 to 17 years of age	45	164.70
17 to 18 years of age	55	201.40
18 to 19 years of age	70	256.30
19 to 20 years of age	80	292.90
20 to 21 years of age	90	329.50

(ii) Junior stenographers and operators of comptometers and ledger posting machines shall be paid the following additional amounts per week.

	\$
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	2.20
20 to 21 years of age	2.40

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- (iii) When determining the margin 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 Commission are established applicable to private industry employees, experience obtained after reaching the age of 18 years shall be counted as adult experience.

3. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1. hereof, no adult employee shall be paid less than the rate of \$267.40 per week.
- (b) Provided that payment for overtime, holiday and weekend penalties prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

Where a minimum weekly wage rate as aforesaid is applicable to an employee for work in ordinary hours, the same rate shall be applicable to the calculation of overtime and all other penalty rates, payments during sick leave and annual leave, and for all other purposes of this award.

4. ALLOWANCE FOR QUALIFICATION

- (a) Employees who have progressively passed or completed examinations prescribed by the following bodies shall, in addition to the amounts prescribed in subclauses 1. or 2. of this clause, be paid the amounts set out in the following scale with proportionate amounts for each subject within a group, stage or section.

Additional Amounts Per Week:	Stage 1 \$	Stage 2 \$	Stage 3 \$	Stage 4 \$	On Comple- tion \$
National Institute of Accountants	16.10		34.70		
Institute of Chartered Secretaries and Administrators	16.10	25.80	38.40	51.20	63.90
Institute of Chartered Accountants	12.80	32.00	48.10	63.90	
Aust. Society of Accountants	12.80	32.00	48.10	63.90	
T.C.A.E. or University Degree of Accounting or B. Ec.	16.10	32.00	48.10		
T.C.A.E. Diploma of Accounting	16.10	32.00	48.10		

PROVISO - The allowances for qualifications listed above shall apply for one course of study only, i.e. if two or more qualifications are held the highest shall apply and shall in no way be cumulative.

- (b) An employee who is employed by a practising accountant, at 21 years of age or over without previous experience in such an office shall be paid the following percentages of the allowances prescribed in (a) of this subclause.

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1st years experience	50%
2nd years experience	75%

Thereafter, the allowance prescribed for the appropriate classification.

Provided that an employee who has entered the employ of a practising accountant and who has not had 3 years experience before attaining the age of 21 years shall be paid the appropriate percentage of the allowance prescribed herein according to his years of experience.

**DIVISION B
Employees employed in Office of**

**Trustee Company;
Sharebroker;
Building Society;
Company Manager;
Finance Corporation and/or Agency;
Commission Agent, Indent and Forwarding
Agent and/or Customs Agent;
Trade Protective Institute and/or Debt Collectors;
The Industry of a Credit Union.**

1. EMPLOYEES

Except as prescribed in (b) of this subclause, employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

Years of Adult Experience	Base Rate	Supplementary Payment	Weekly Wage
	\$	\$	\$
(a)			Adults
1. 1st year's adult experience	310.40	34.00	344.40
2. 2nd year's adult experience	332.10	34.00	366.10
3. 3rd year's adult experience and thereafter	360.40	34.00	394.40
4. Chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	479.30	34.00	513.30

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5. A clerk who is in charge of and responsible for the work of -

(i)	5 or more employees	425.90	34.00	459.90
(ii)	3 or 4 employees	409.50	34.00	443.50
(iii)	2 employees	401.30	34.00	435.30

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

(b) Juniors

The minimum weekly wage rates that may be paid to juniors shall be the undermentioned percentages of the second year adult rate, adjusted to the nearest 10 cents.

	% of 2nd Year Adult weekly wage rate paragraph 1(b) hereof (\$366.10)	Weekly Wage Rate \$
Under 16 years of age	40	146.40
16 to 17 years of age	45	164.70
17 to 18 years of age	55	201.40
18 to 19 years of age	70	256.30
19 to 20 years of age	80	292.90
20 to 21 years of age	90	329.50

Proviso - When determining the margin 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 Commission are established applicable to private industry employees, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(c) Additional Payments

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

	Amount \$
Under 16 years of age	1.10
16 to 17 years of age	1.30
17 to 18 years of age	1.40
18 to 19 years of age	1.50
19 to 20 years of age	2.00
20 to 21 years of age	2.20
21 years of age and over	3.10"

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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

18 July 1997