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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.462 of 1986

IN THE MATTER OF AN APPLICATION BY THE FEDERATED FURNISHING TRADE SOCIETY OF AUSTRALASIA, TASMANIAN BRANCH TO VARY THE **FURNISHING TRADES AWARD**

RE: INSERTION OF AN APPRENTICESHIPS CLAUSE

ORDER BY CONSENT -

No. 3 of 1986

AMEND THE **FURNISHING TRADES AWARD** IN THE FOLLOWING MANNER:

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Insert the following new clause after Clause 9 - Annual Leave:

"<u>9A. - APPRENTICESHIPS</u>

(a) Apprentices

(i) One apprentice shall be allowed to the first two adult workers or fraction thereof and thereafter one additional apprentice to every two such workers.

(ii) An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed in this award for that classification.

(iii) Where a junior worker becomes indentured to a trade, the time spent in such trade as a junior worker shall count as part of the term of apprenticeship.

(iv) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship and apprentice's rates shall be paid during the probationary period.

(v) The term "adult workers" shall mean adults whose wages are prescribed by this award and includes a proprietor working in his factory; provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this award.

(b) (i) For the purpose of indentures, the following shall be apprenticeship trades:

Furniture: Cabinet making, polishing, upholstering, machining - instruction and practice in four of the following machines: shaper, router, moulder, band saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe, automatic lathe.

Floor finishing and covering

Piano tuning and/or repairing

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Glazing and flat glass processing

	All glazing procedures (timber, aluminium, shopfronts, etc.) All cutting procedures, All glass work procedures including bevelling, silvering, embossing, glazing, including lead and copper glazing, painting and designing, bending, blocking, scratch polishing and sandblasting. Use of tools for the above procedures. Cutting-assembling-fixing of showerscreens, showcases, shopfronts, aluminium doors, leadlights and all of its associated work.

(ii) In all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder or router.

(c) Compulsory Apprenticeship Trades

Juniors employed as cabinet makers, polishers (furniture), upholsterers, wood machiners (furniture), glazing and flat glass processors, floor finishers and coverers, piano tuners and repairers shall only be employed as apprentices.

(d) Technical Training

(i) On an apprentice producing a certificate from an approved college or school providing technical training which certificate states that he has a record of 70 per cent of attendance at such college or school, his employer shall refund to him his college or school class fees.

(ii) An apprentice who obtains and produces to his employer a certificate or statement of competency or proficiency issued for any year of his 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 first year	$1.00 per week
if in his second year	$1.25 per week
if in his third or fourth year	$1.50 per week

Such additional payments shall not be cumulative.

(iii) Where an employer has allowed an apprentice time for the purpose of attending any class and the apprentice, through his own fault, has not attended the class his employer shall be entitled to deduct from the wages of the apprentice, an amount proportionate to the time allowed to the apprentice.

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(iv) An employer shall grant an apprentice leave of absence with pay for the purpose of undertaking apprenticeship training provided by a State apprenticeship authority.

(e) Terms of Apprenticeship

(i) The term of apprenticeship for persons entering apprenticeship trades shall comply with the Industrial and Commercial Training Act 1985 (Tas.).

(ii) Nothing in this award shall be deemed to amend (except as herein provided) or in any way render inoperative the terms contained in an indenture of apprenticeship which at the time of the coming into force of this award has been in existence for a period of not less than three and a half years.

(iii) The provisions of this award governing holidays and sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this award.

(iv) In the event that a statutory body issues regulations relating to apprentices in this industry, such regulations shall apply notwithstanding any provision contained in this award.

(v) Where under any law or regulation apprentices exceeding the number herein prescribed are at the date of the making of this award employed by any employer, such apprentices shall continue to be employed until such time as their indentures are completed or cancelled..

(f) Calculation of Proportions

The proportion of apprentices shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory."

DATE OF OPERATION

This award shall come into operation from the beginning of the first full pay period commencing on or after 1 October 1986.

R.K. Gozzi
COMMISSIONER

1 October 1986

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