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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

Produce Award

Public Vehicles Award

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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
Furnishing Trades Award
Independent Schools (Non-Teaching Staff) Award

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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 RETAILING 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 **MEAT RETAILING 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

1. WAGE RATES

The minimum weekly wage rate to be paid to employees classified hereunder shall be:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1. Employees in country butchers' shops, i.e. outside a radius of 16 kilometres of the Chief Post Office at Hobart or Launceston, required to do any slaughtering associated with such shop for more than 24 hours per week	409.80	34.00	443.80
2. Employee who does slaughtering for 24 hours or less in a slaughterhouse associated with a butcher's shop -			
(i) whilst employed in such work	409.80	34.00	443.80
(ii) whilst employed on other work, the weekly rate prescribed for such work			
3. General Butcher in charge of a branch shop, i.e. one whose duties consist of responsibilities in respect of the management or carrying on of the business of such branch shop, over and above the duties of general butcher	412.60	34.00	446.60
4. General Butcher who in the course of the employee's duties acts as shopperson or who is engaged or for sale as prepacked meat	393.40	34.00	427.40
5. Other general butchers not called on to serve in shops	378.10	34.00	412.10
6. Smallgoods maker in butcher's shop	393.40	34.00	427.40
7. Salter	343.10	34.00	377.10
8. Scaldler	343.10	34.00	377.10
9. Cooker	343.10	34.00	377.10

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10. Order person who delivers but does not cut meat and who is not a carter or driver	336.50	34.00	370.50
11. Sales assistant, an employee who prepares counter ready products, sells fresh uncooked meat and smallgoods, and who may divide sausages, frankfurts, or other smallgoods and pre-cut meat for weight and for this purpose may use a knife for cutting	332.70	34.00	366.70
12. Wrapper, an employee who wraps meat or smallgoods either in paper or cartons	348.20	34.00	382.20
13. Shop Cashier	332.10	34.00	366.10
14. All others	327.00	34.00	361.00
15. Junior employees carrying out the duties of classifications 11, 12 and 13 herein shall be paid the hereunder mentioned:			

Percentage of the Weekly Wage Rate for Classification No 12 hereof \$382.20

	%			
Under 17 years of age	54	188.00	18.40	206.40
17 to 18 years of age	59	205.40	20.10	225.50
18 to 19 years of age	73	254.20	24.80	279.00
19 to 20 years of age	86	299.50	29.20	328.70
20 to 21 years of age	90	313.40	30.60	344.00

Shift Work Rates

Employees who are employed on afternoon or night shifts shall be paid 15% extra.

For the purpose of this paragraph -

'Afternoon shift' means any shift terminating after 7.00pm (Monday to Wednesday) and 9.00pm (Thursday and Friday) and at or before midnight.

'Night shift' means any shift terminating after midnight and at or before 8.00am.

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APPRENTICES

The minimum weekly wage rate for apprentices shall be the undermentioned:

Percentage of the Weekly Wage Rate for Classification 4 - \$427.40

	%	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
First year	38	149.50	12.90	162.40
Second year	55	216.40	18.70	235.10
Third year	72	283.20	24.50	307.70
Fourth year	87	342.30	29.50	371.80

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 Clause 8 - Wage Rates.

SUPPORTED WAGE SYSTEM

(a) Eligibility Criteria

Subject to this division an employer may engage employees at a supported wage rate (as set out in subclause (c) of this division) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

PROVIDED that this division does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

PROVIDED ALWAYS that this division does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s.10 or under s.12A of the above Act, or if a part only has received recognition, that part.

(b) For The Purposes Of This Division:

- (i) **'Supported Wage System'** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

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- (ii) **'Accredited Assessor'** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.
- (iii) **'Disability Support Pension'** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.
- (iv) **'Assessment instrument'** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(c) Supported Wage Rates

Employees to whom this division applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity (paragraph (d))	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

PROVIDED that the minimum amount payable shall be not less than \$45 per week.

(d) Assessment Of Capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

- (i) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;
- (ii) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

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(e) Lodgment Of Assessment Instrument

- (i) All assessment instruments under the conditions of this division, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.
- (ii) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(f) Review Of Assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(g) Other Terms And Conditions Of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this division shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(h) Workplace Adjustment

An employer wishing to employ a person under the provisions of this division shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(i) Trial Period

- (i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this division for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.
- (ii) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with paragraphs (d) and (e).
- (iii) The minimum amount payable to the employee during the trial period shall be no less than \$45 per week or such greater amount as is agreed from time to time between the parties.

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- (iv) Work trials should include induction or training as appropriate to the job being trialed.
- (v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause (c) hereof.

2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate of \$281.40 per week.

PROVIDED that payments for overtime, special rates, holiday and weekend penalties, shift allowances and disability allowances prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

- (b) Where a minimum rate of pay 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."

2. Delete Clause 52 - Meal Hours and insert in lieu thereof the following:

"52. MEAL HOURS

- (a) Employees shall be granted a lunch period of not less than 30 minutes nor more than 60 minutes on each working day between noon and 2.00pm and each daily period of work shall be unbroken except by the prescribed meal period or 'Smoke-O'. Meal periods shall not be counted as part of the daily hours worked.
- (b) An employee who is required to work more than 1-1/2 hours overtime on any day shall be permitted a meal break, such meal break to be taken not later than 5 hours from the previous meal break.
- (c) An employee who is required to work overtime for 1-1/2 hours or more 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.
- (d) An employee who is required to start work at or before 4.00am shall be allowed a break for breakfast in the employer's time of half an hour."

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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