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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application for awards and variation of awards

**Australian Municipal, Administrative, Clerical and Services Union**  
(T.5596 of 1995)

**PRODUCE AWARD**

**FULL BENCH:**

COMMISSIONER R K GOZZI  
COMMISSIONER R J WATLING  
COMMISSIONER P A IMLACH

Award variation - second \$8 safety net adjustment

**ORDER BY CONSENT –**

**No. 1 of 1995**

AMEND THE **PRODUCE AWARD** BY DELETING CLAUSE 8 - WAGE RATES, AND INSERTING THE FOLLOWING IN LIEU THEREOF:

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**"8. WAGE RATES**

**DIVISION A - STOREMEN**

1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

SECTION I - WOOL STORES

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Group 1			
Overseer or overlooker - in charge of 2 or more employees	350.70	16.00	366.70
Group 2			
Woolclasser, wool sorting in wool stores where necessary	343.90	16.00	359.90
Group 3			
Head shipping clerk, head sheep, skin and rabbit skin classer, in charge of hide section, head furred skin classer, in charge of show floor in charge of inter-lotting, employee stationed in and responsible for an outstore.	330.20	16.00	346.20
Group 4			
Classer of sheepskin or furs, leader of gangs, classer of hides, employed weighing or as shipping or receiving of delivery clerk or wool weigher	327.10	16.00	343.10

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Group 5

Sheetman, wool presser, in charge of or operating skin press, employed in or in connection with the handling and drying of green rabbit skins, operator of hand press used in bailing reclassified wool, operator, mobile press working singly, trottering or handling green sheep skins or handling hides.	323.10	16.00	339.10
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Group 6

Breaker-out of certain specified bales for shipment or show purposes, adult brander, port marking wool for shipment, in charge of or operating dumping press.	321.30	16.00	337.30
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Group 7

Adult storeman and packer	319.70	16.00	335.70
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SECTION II - SKIN AND HIDE STORES

(i) Classer of sheep skins or fur skins for export	330.80	16.00	346.80
(ii) Storeman and packer in charge of and being responsible for stock	323.50	16.00	339.50

Note: Classifications which exist in skin and hide stores which are specified in Section I hereof, also apply to this section.

SECTION III - GRAIN STORES

(i) Adult Storeman and packer	327.40	16.00	343.40
(ii) Employees on grain cleaners, graders or processors	330.80	16.00	346.80
(iii) Employee in charge of sampling grain	330.80	16.00	346.80
(iv) Employee stacking or carrying grain	331.80	16.00	347.80

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SECTION IV - COOL STORES

(i) Adult storeman and packer	357.40	16.00	373.40
(ii) Operator of motor driven fork lift	363.30	16.00	379.30

SECTION V - OTHER STORES

(i) Adult storeman and packer	353.50	16.00	369.50
(ii) Operator of mechanically propelled vehicle in a store	355.40	16.00	371.40
(iii) Employee stationed in and responsible for an outstore.	376.60	16.00	392.60
(iv) Spare parts storeman (not serving customers)	351.80	16.00	367.80

SECTION VI - LEADING HANDS  
(APPLICABLE TO SECTIONS III, IV AND V ONLY)

	Per Week Extra \$
(i) in charge of less than 3 employees	8.00
(ii) in charge of 3 - 10 employees	11.80
(iii) in charge of 11 - 20 employees	18.70
(iv) in charge of 21 or more employees	22.60

2. JUNIORS

Junior Storemen

The minimum weekly wage rate for junior workers shall be the undermentioned percentages of the appropriate adult storeman and packer total weekly wage rate as determined by the type of store in which the junior worker is employed:

	%
16 years of age and under	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	100

Such percentages to be of the rates fixed for the classification of adult storemen and packers and shall be calculated to the nearest 10 cents.

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**PROVIDED** that:

- (i) In station produce departments and stores junior workers employed to truck or lift bales of sheep- skin hides, etc., exceeding 50.8kg or to up-end casks of tallow, shall be paid the full minimum rate prescribed for adults for the class of work at which they are working.
- (ii) In skin and hide stores (shippers) junior workers employed at classing (except under instruction), trucking bales working hoists or hand lifts (except when assisting an adult) or doing any work usually done by adults shall be paid the full minimum rate prescribed for adults for the class of work at which they are working.
- (iii) In wool selling brokers stores and wool dumping stores and in station produce departments and stores junior workers may not be employed (except at full adult rates) except at marking, branding, sweeping, lift driving (subject to State laws and regulations) wool gathering or light work of a similar nature or under the instruction of a qualified classer or sorter at classing or sorting.
- (iv) In skin and hide stores (shippers) junior workers may not be employed (except at full adult rates) except at tailing-up rabbit skins or light work of a similar nature or under the instruction of a qualified classer or sorter at classing or sorting.
- (v) Notwithstanding the provisions of provisos (iii) and (iv) hereof junior workers shall not be employed at classing or sorting except in the proportion of not more than one junior worker to every 4 or fraction of 4 adults not being less than 3 adult classers or sorters.

**DIVISION B - AUCTIONEERS, TRAVELLERS AND SELLER OF AGRICULTURAL MACHINERY AND/OR EQUIPMENT**

1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

GROUP A - AUCTIONEERS AND TRAVELLERS

1. Auctioneer (as defined)			
1st year's experience	298.90	16.00	314.90
2nd year's experience	311.00	16.00	327.00
3rd year's experience and thereafter	328.90	16.00	344.90

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2.	Commercial traveller (as defined)			
	Country traveller (as defined)	418.70	16.00	434.70
	Town or local traveller (as defined)	384.30	16.00	400.30
	Probationary traveller (as defined)	349.90	16.00	365.90

GROUP B - SELLER OF AGRICULTURAL MACHINERY AND/OR EQUIPMENT

1. ADULTS

1.	Outside salesman of implements or tractors	374.50	16.00	390.50
2.	General salesperson (including indoor seller of implements or tractors and demonstration of tractors and implements):			
	1st year's experience as such	310.40	16.00	326.40
	2nd year's experience as such	332.10	16.00	348.10
	3rd year's experience as such	360.40	16.00	376.40

Experience for the purpose of this classification shall mean experience gained as an adult or a junior in these classifications.

3.	Assembler	278.70	16.00	294.70
4.	Salesman of spare parts of implements or tractors -			
	(a) qualified	360.40	16.00	376.40
	(b) unqualified	341.70	16.00	357.70
5.	Field serviceman mechanic	393.80	16.00	409.80
6.	Fitter and/or motor mechanic	393.80	16.00	409.80
7.	Tradesman's assistant	266.60	16.00	282.60

**PROVIDED** that a field serviceman mechanic and/or fitter shall be paid \$2.15 extra for each day or part of a day on which he is required to work away from the employer's premises.

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8. Leading Hands:

In charge of not less than 3 and not more than 10 employees	\$15.40 per week extra.
In charge of more than 10 and not more than 20 employees -	\$23.00 per week extra.
In charge of more than 20 employees -	\$29.40per week extra.

2. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Industrial and Commercial Training Act 1985 and classification 3, Group B (Assembler) shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$8.50 per week.

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

3. JUNIORS - GROUP B ONLY

The minimum weekly wage rate that shall be paid to juniors shall be the undermentioned percentages of the second year adult weekly wage rate of classification 2, Group B of Division B of this award.

	%	(\$348.10)
Under 17 years of age	54	188.00
17 to 18 years of age	59	205.40
18 to 19 years of age	73	254.10
19 to 20 years of age	86	299.40
20 to 21 years of age	90	313.30

Such percentages to be calculated to the nearest 10 cents.

4. TRAINEE SALES ASSISTANT (AS DEFINED)

The minimum weekly wage rate payable to a trainee sales assistant (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior as prescribed in subclause 3 of Group B of this division then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job)

**PROVIDED** that the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeship System Guidelines.

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**PROVIDED FURTHER** that the trainee sales assistant (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents.

## **DIVISION C - CARTERS, DRIVERS AND ENGINE DRIVERS**

### 1. WAGES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite the classification.

#### GROUP A - CARTERS AND DRIVERS

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Employees driving motor vehicle having maker's capacity of:			
1.2 tonnes or less	355.60	16.00	371.60
Over 1.2 tonnes but not over 3 tonnes	361.50	16.00	377.50
Over 3 tonnes but under 6 tonnes	364.40	16.00	380.40
6 tonnes and over but under 7 tonnes	365.10	16.00	381.10
7 tonnes and over but under 8 tonnes	366.00	16.00	382.00
8 tonnes and over but under 9 tonnes	366.70	16.00	382.70
9 tonnes and over but under 10 tonnes	367.60	16.00	383.60
10 tonnes and over but under 11 tonnes	368.60	16.00	384.60
11 tonnes and over but under 12 tonnes	369.40	16.00	385.40
12 tonnes and over	369.90	16.00	385.90
Employees driving articulated vehicle having maker's capacity of:			
Under 9 tonnes	371.60	16.00	387.60
9 tonnes and over but under 10 tonnes	372.50	16.00	388.50
10 tonnes and over but under 11 tonnes	372.90	16.00	388.90
11 tonnes and over but under 12 tonnes	373.90	16.00	389.90
12 tonnes and over but under 13 tonnes	375.20	16.00	391.20
13 tonnes and over but under 14 tonnes	375.70	16.00	391.70
14 tonnes and over but under 15 tonnes	376.80	16.00	392.80
15 tonnes and over but under 16 tonnes	377.20	16.00	393.20
16 tonnes and over but under 17 tonnes	377.70	16.00	393.70
17 tonnes and over but under 18 tonnes	379.40	16.00	395.40
18 tonnes and over but under 19 tonnes	379.80	16.00	395.80
19 tonnes and over but under 20 tonnes	380.70	16.00	396.70
20 tonnes and over but under 21 tonnes	381.20	16.00	397.20
Loader	345.90	16.00	361.90
Motor driver's assistant	339.90	16.00	355.90

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Employee handling money, i.e. an employee who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out shall be paid per week the following in addition to his weekly wage:

	Amount Per Week \$
For any amount handled up to \$20.00	0.60
Over \$20.00 but not exceeding \$200.00	1.10
Over \$200.00 but not exceeding \$600.00	2.30
Over \$600.00 but not exceeding \$1,000.00	3.30
Over \$1,000.00	4.30

**'Maker's Capacity'** shall mean the capacity attributed to the vehicle by the manufacturer as a maximum gross rating less the vehicle's tare, except in cases on any day the maximum weight of any load exceeds such capacity by one-third or more thereof, in which cases such maximum load shall for the purposes of assessing the wages to be paid for that day, be deemed to be the maker's capacity.

#### GROUP B - ENGINE DRIVERS

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(a) Steam engines -			
(i) First class	336.60	16.00	352.60
(ii) First class with condenser	343.60	16.00	359.60
(iii) Second class	329.30	16.00	345.30
(iv) Second class with condenser	336.20	16.00	352.20
(b) Suction gas or other internal combustion engine -			
(i) 35kw brake power or over	335.00	16.00	351.00
(ii) Under 35kw brake power	327.80	16.00	343.80
(c) Fireman -			
(i) Fireman First Class	328.60	16.00	344.60
(ii) Fireman	322.20	16.00	338.20
(d) Engine Driver -			
(i) Attending to refrigerator or compressor - \$17.40 extra;			
(ii) Attending to electric generator or dynamo exceeding 10 kilowatt capacity - \$17.40 extra;			
(iii) In charge of plant - \$17.40 extra.			

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- (e) Boiler cleaners engaged inside the gas or water space of any boiler flue or economiser in cleaning, or scraping work, shall, whilst so employed, be paid 87 cents per hour in addition to his ordinary or overtime rate of pay.

## 2. JUNIOR WORKERS

The minimum weekly wage rate that shall be paid to junior workers mentioned in Group A, subclause 1 of Division C shall be the undermentioned percentages of the appropriate weekly wage rates of adult employees as prescribed by subclause 1 of Division C.

	%
Under 19 years of age	70
19 to 20 years of age	80
20 years of age and over	Adult Rate

## DIVISION D - CLERKS

Except as prescribed in subclause (ii) hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) Adults			
1. 1st year of adult experience	310.00	16.00	326.00
2nd year of adult experience	331.70	16.00	347.70
3rd year of adult experience	360.00	16.00	376.00
4th year of adult experience	371.20	16.00	387.20
5th year of adult experience	379.30	16.00	395.30
6th year of adult experience	395.30	16.00	411.30
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	478.90	16.00	494.90
3. A clerk who is in charge of and responsible for the work of -			
(a) 5 or more employees	425.70	16.00	441.70
(b) 3 or 4 employees	409.20	16.00	425.20
(c) 2 employees	401.20	16.00	417.20

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(ii) Juniors

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

	Percentage of Second Year Adult Rate %
Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

**PROVIDED FURTHER** when determining the amount 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 relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iii) 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	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.70
19 to 20 years of age	2.10
20 to 21 years of age	2.20
21 years of age and over	2.80

(iv) Trainee Clerk (as defined)

The minimum weekly wage rate payable to a trainee clerk (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior clerk as prescribed in subclause 1(ii) of this division then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job)

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**PROVIDED** that the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeships System Guidelines.

**PROVIDED FURTHER** that trainee clerk (as defined) wage rate shall be calculated in multiples of ten (10) cents with any result of five (5) cents or more being taken to the next ten (10) cents."

#### **OPERATIVE DATE**

The foregoing variation shall come into effect from the beginning of the first full pay period commencing on or after 26 July 1995.

F D Westwood  
**PRESIDENT**

4 August 1995