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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.5587 of 1995)

CLERICAL AND ADMINISTRATIVE EMPLOYEES (PRIVATE SECTOR) AWARD

COMMISSIONER R.K. GOZZI

Award variation - second \$8 safety net adjustment

ORDER - No. 3 of 1995

The abovementioned award is varied as follows:

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

"8. WAGE RATES

	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
(a) Adults			
Adult entry (as defined)			
1st 6 months service	333.80	16.00	349.80
2nd 6 months service	354.60	16.00	370.60
Grade 1 (as defined)			
1A - 1st 12 months service	363.00	16.00	379.00
1B - After 12 months service	375.50	16.00	391.50
Grade 2 (as defined)			
2A - 1st 12 months service	383.80	16.00	399.80
2B - After 12 months service	396.30	16.00	412.30

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Grade 3 (as defined)			
3A - 1st 12 months service	404.70	16.00	420.70
3B - After 12 months service	417.20	16.00	433.20
Grade 4 (as defined)	438.10	16.00	454.10
Grade 5 (as defined)	457.90	16.00	473.90
Grade 6 (as defined)	479.80	16.00	495.80
Grade 7 (as defined)	500.60	16.00	516.60

(b) Juniors

- (i) The minimum weekly wage rates that may be paid to juniors performing duties consistent with the definition of a "Clerical Assistant" shall be the undermentioned percentages of the Grade 1, (1A) weekly wage rate, adjusted to the nearest 10 cents.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	189.50
17 to 18 years of age	55	208.50
18 to 19 years of age	65	246.40
19 to 20 years of age	80	303.20
20 to 21 years of age	85	322.20

- (ii) The minimum weekly wage rates that may be paid to all other juniors shall be the undermentioned percentages of the Grade 2, (2A) weekly wage rate adjusted to the nearest 10 cents.

	Percentage %	Weekly Wage Rate \$
Under 17 years of age	50	199.90
17 to 18 years of age	55	219.90
18 to 19 years of age	65	259.90
19 to 20 years of age	80	319.80
20 to 21 years of age	85	339.80

(c) Trainees

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

By taking the appropriate wage rate for a junior as prescribed in subclause (b) herein, 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 ALWAYS that the trainee (as defined) wage rate shall be calculated in multiples of ten cents with any result of five cents or more being taken to the next ten cents.

(d) Jobskills Trainee

The weekly wage rate payable to a Jobskills Trainee (as defined), which takes account of the range and extent of training provided, is as follows:

Total Amount Per Week = \$280.00

(e) Career Start Trainee (as defined)

The weekly wage rates payable to Career Start Trainees shall be determined by multiplying the appropriate hourly rate by the number of weekly ordinary hours less the average weekly time specified in the training agreement to be spent on off-the-job structured training.

The terms of this clause applying to Career Start Traineeships operate in conjunction with a Commonwealth Government Scheme, under which, if weekly wages calculated using the method outlined above fall below \$125 for those under 18 years old and \$150 for those 18 years and over the Commonwealth will provide a supplementary allowance to bring the total income of Trainees undertaking Career Start Traineeships up to those levels.

In the event that the Commonwealth Government reduces these minimum income maintenance levels, the terms of the award may be reviewed.

(f) Advice of Grading and Settlement of Disputes

All current and future employees shall be notified in writing by the employer of their grading within one month of this Award coming into operation, or the date of engagement, as the case may be.

In the event of a dispute regarding grading, the matter shall be discussed by the employer involved or his/her representative and the Australian Municipal, Administrative, Clerical and Services Union in an attempt to resolve the matter, and if then still in dispute, shall be referred to the President of the Tasmanian Industrial Commission for determination."

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OPERATIVE DATE

This order shall commence operation from the first full pay period on or after 26 July 1995.

R K Gozzi
COMMISSIONER

14 August 1995