

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for an award or variation of an award

Tasmanian Trades and Labor Council
(T7702 of 1998)

Private and public sector awards

FULL BENCH:

PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1998 - application to review the Wage fixing Principles and to vary awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number Q 1998 Safety Net Review - Wages - Agreed Settlement - Two-stage Arbitrated Safety Net Adjustment - ffpp on or after 14 July 1998 and ffpp on or after 14 October 1998 - Revised Wage Fixing Principles - Approved

NATIONAL TRAINING WAGE (TASMANIAN PRIVATE SECTOR) AWARD

ORDER BY CONSENT-

No. 2 of 1998

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

AMEND THE NATIONAL TRAINING WAGE (TASMANIAN PRIVATE SECTOR) AWARD IN THE FOLLOWING MANNER:

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

"8. WAGE RATES

- (a) (i) The weekly wages payable to Trainees (as defined) shall be as provided in paragraphs (iv), (v) and (vi) of this subclause.
- (ii) These wage rates will only apply to Trainees (as defined) while they are undertaking an approved Traineeship (as defined) which includes approved training (as defined).
- (iii) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.
- (iv) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A.

- (1) Operative from the first full pay period to commence on or after 14 July 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	233.00
plus 1 year out of school	191.00	233.00	272.00
plus 2 years	233.00	272.00	316.00
plus 3 years	272.00	316.00	361.00
plus 4 years	316.00	361.00	
plus 5 years or more	361.00		

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

- (2) Operative from the first full pay period to commence on or after 14 October 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	138.00 (50%)* 161.00 (33%)	171.00 (33%) 193.00 (25%)	235.00
plus 1 year out of school	193.00	235.00	274.00
plus 2 years	235.00	274.00	319.00
plus 3 years	274.00	319.00	364.00
plus 4 years	319.00	364.00	
plus 5 years or more	364.00		

- (v) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level B.

- (1) Operative from the first full pay period to commence on or after 14 July 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	223.00
plus 1 year out of school	191.00	223.00	257.00
plus 2 years	223.00	257.00	301.00
plus 3 years	257.00	301.00	343.00
plus 4 years	301.00	343.00	
plus 5 years or more	343.00		

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

- (2) Operative from the first full pay period to commence on or after 14 October 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	138.00 (50%)*	171.00 (33%)	225.00
	161.00 (33%)	193.00 (25%)	
plus 1 year out of school	193.00	225.00	259.00
plus 2 years	225.00	259.00	304.00
plus 3 years	259.00	304.00	346.00
plus 4 years	304.00	346.00	
plus 5 years or more	346.00		

- (vi) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level C.

- (1) Operative from the first full pay period to commence on or after 14 July 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	137.00 (50%)*	169.00 (33%)	212.00
	160.00 (33%)	191.00 (25%)	
plus 1 year out of school	192.00	212.00	237.00
plus 2 years	212.00	237.00	266.00
plus 3 years	237.00	266.00	298.00
plus 4 years	266.00	298.00	
plus 5 years or more	298.00		

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

- (2) Operative from the first full pay period to commence on or after 14 October 1998:

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	138.00 (50%)*	171.00 (33%)	214.00
	161.00 (33%)	193.00 (25%)	
plus 1 year out of school	193.00	214.00	240.00
plus 2 years	214.00	240.00	269.00
plus 3 years	240.00	269.00	301.00
plus 4 years	269.00	301.00	
plus 5 years or more	301.00		

(vii) School Based Traineeships

- (1) Operative from the first full pay period to commence on or after 14 July 1998:

	Year of Schooling	
	Year 11 \$	Year 12 \$
School based traineeships skill levels A, B and C	174.00	191.00

- (2) Operative from the first full pay period to commence on or after 14 October 1998:

	Year of Schooling	
	Year 11 \$	Year 12 \$
School based traineeships skill levels A, B and C	176.00	193.00

- * Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

- (b) Set out below are the industry/skill levels of approved Traineeships. The industry skill levels are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B or C) that may be contained in a Traineeship Scheme.

INDUSTRY SKILL LEVELS

Industry/Skill Level A

Office Clerical
Finance, Property and Business Services

Industry /Skill Level B

Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing

Industry/Skill Level C

Community Services and Health
Pastoral
Environmental
Wholesale and Retail - Vehicle Repair Services and Retail Sector.

- (c) The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:
- (i) Any agreement of the parties
 - (ii) The nature of the industry
 - (iii) The total training plan
 - (iv) Recognition that training can be undertaken in stages
 - (v) The exit skill level in the relevant award contemplated by the Traineeship.

In the event that the parties disagree with such determination it shall be open to any party to the award to seek to have the matters in dispute determined by the Tasmanian Industrial Commission.

- (d) For the purposes of this provision, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to
- (i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

- (ii) include any period during which a trainee repeats in whole or part a year of schooling beyond Year 10;
 - (iii) not include any period during a calendar year in which a year of schooling is completed; and
 - (iv) have effect on an anniversary date being 1 January in each year.
- (e) No increase in wage rates, as a result of an increase in the number of years "out of school" experience by a trainee, shall be payable before 1 January 1997.
- (f) Special Arrangements

Subject to the foregoing, the Tasmanian Industrial Commission shall be requested to determine the appropriate wage rates and/or conditions of employment for any Traineeship (as defined) not regarded by the parties or any of them as appropriately covered by this award."

OPERATIVE DATE

This Order shall come into operation from the first full pay period to commence on or after 14 July 1998.

R J Watling
COMMISSIONER

27 July 1998