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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application for an award or variation of an award

**Tasmanian Trades and Labor Council**  
(T8413 of 1999)

**Private Sector Awards**

**Tasmanian Chamber of Commerce and Industry Limited**  
(T8483 of 1999)

**Private and Public Sector Awards**

FULL BENCH:  
DEPUTY PRESIDENT B R JOHNSON  
COMMISSIONER R J WATLING  
COMMISSIONER P A IMLACH

Wage Rates - State Wage Case July 1999 - applications to review the Wage Fixing Principles and to vary awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number R1999 Safety Net Review - Wages - flow-on of federal safety net adjustment approved - operative date ffpp 1 August 1999 - partial revision of Wage Fixing Principles - full review of Wage Fixing Principles to begin no later than October 1999

**LICENSED CLUBS AWARD**

**ORDER -**

**No. 2 of 1999**

THE **LICENSED CLUBS AWARD** IS VARIED IN THE FOLLOWING MANNER:

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**1. By deleting Clause 8 - WAGE RATES, and inserting in lieu thereof the following:**

**WAGE RATES**

**1. CAREER STRUCTURE/GRADES**

(a) An adult employee of a grade specified in the table hereunder shall be paid the weekly wage rate assigned opposite the grade wage/salary.

	Base Rate \$	Base Rate Relativity	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) Introductory/Entry Level	325.40	78	60.00	385.40
(ii) Hospitality (Food and Beverage Service/Kitchen)				
Hospitality Service Grade 1	342.10	82	60.00	402.10
Hospitality Service Grade 2	367.20	88	60.00	427.20
Hospitality Service Grade 3	385.50	92.4	60.00	445.50
Hospitality Service Grade 4	417.20	100	60.00	477.20
Hospitality Service Grade 5	458.90	110	60.00	518.90
Hospitality Service Grade 6	479.80	115	58.00	537.80
(iii) General Service (Including Guest and Leisure)				
Guest Service Grade 1	342.10	82	60.00	402.10
Guest Service Grade 2	367.20	88	60.00	427.20
Guest Service Grade 3	385.50	92.4	60.00	445.50
Greenkeeper Grade 1	367.20	88	60.00	427.20
Greenkeeper Grade 2	385.50	92.4	60.00	445.50
Greenkeeper Grade 3	417.20	100	60.00	477.20
Greenkeeper Supervisor				
Head Greenkeeper	458.90	110	60.00	518.90
(iv) Administration (Including Front Office)				
Clerical Grade 1	375.50	90	60.00	435.50
Clerical Grade 2	396.30	95	60.00	456.30
Clerical Grade 3	417.20	100	60.00	477.20
Clerical Supervisor	500.60	120	58.00	558.60

(v) General Provisions

Notwithstanding the recognition of their career path streams, such streaming does not prevent employees undertaking duties across different streams.

**PROVIDED** that where work is undertaken at a higher grade and/or at a higher rate than Clause 24 - Mixed Function - Higher and Lower Grade Work applies.

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**PROVIDED ALWAYS** that a person who is responsible for an apprentice shall be paid the trade rate.

**TRANSITIONAL PROVISION:** Any grade of work identified in Clause 7 - Definitions, for which there is not listed an appropriate classification and weekly wage rate in Clause 8 - Wage Rates, shall be paid the lowest wage rate listed at the appropriate grade.

This provision shall also apply to juniors, apprentices and trainees.

2. APPRENTICES

The minimum weekly wage rate to be paid by employers to apprentices shall be the undermentioned percentages of the weekly wage rate as follows:

Food and Beverage Trade Percentage of Hospitality Grade 4 - Trade Waiter		Greenkeeping Trade Percentage of Green- keeper Grade 3		Kitchen/All Other Trades Percentage of Hospitality Grade 4	
	%		%		%
1st 6 months	62	First year	42	First year	50
2nd 6 months	76	Second year	55	Second year	65
3rd 6 months	76	Third year	75	Third year	80
4th & 5th months	90	Fourth year	90	Fourth year	90

An apprentice, on completion of his/her apprenticeship, who is under the age of 20 shall be paid adult rates.

3. JUNIOR WORKERS

The minimum weekly wage rate to be paid to a junior employee shall be the undermentioned percentage of the appropriate adult weekly wage rate prescribed in subclause 1 hereof:

	Administration based on Grade 2	All Others based on appropriate grade
	%	%
Under 16 years of age	40	60
16 to 17 years of age	45	60
17 to 18 years of age	55	60
18 to 19 years of age	70	75
19 to 20 years of age	80	90
20 to 21 years of age	90	100
21 years of age	100	

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(a) Liquor Service

Junior male and female employees, on reaching the age of 18 years, may be employed in the bar or other places where liquor is sold, provided that, subject to a satisfactory training period not exceeding four weeks during which he or she receives the appropriate junior rate, such junior on the completion of this training period, is paid the adult rate for the work being performed.

However, such a junior, if required to work alone, or without supervision shall be paid the adult rate for the work being performed.

**PROVIDED** that when determining the weekly wage rate 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 are established applicable to private industry employees, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(b) Estimating Service

In estimating the number of years service of an employee, the total clerical experience in the service of every employer in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission are established applicable to private industry employees, shall be taken into account.

#### 4. TRAINEES (ATS)

The minimum weekly wage payable to Trainees (ATS) shall be determined by the following methods of calculation:

(a) Trainee Clerk

By taking the appropriate weekly wage rate for a junior clerk as prescribed in subclause 3 hereof and multiplying it by 39 and dividing it by 52.

(b) Hospitality Trainee

By taking the appropriate junior percentage as prescribed in subclause 3 hereof, applying it to the weekly wage rate prescribed for the classification in Hospitality Service Grade 2 and multiplying the result by 39 and then dividing it by 52.

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

In the above formulae, 39 represents the actual number of weeks out of the total of the 52 weeks of the traineeship that is spent on the job.

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(c) Trainee Clerk	%
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
21 years of age	100
(d) Hospitality Trainee	
Under 18 years of age	60
18 to 19 years of age	75
19 to 20 years of age	90
20 to 21 years of age	100

#### 5. TRAINEES (CST)

The weekly wages payable to a Career Start shall be calculated by determining the hourly rate for the appropriate classification prescribed in Clause 8 - Wage Rates of the award that would otherwise have been applicable to the employee had that employee not been a Career Start Trainee and multiplying that hourly rate by the number of weekly ordinary hours less than average weekly hours specified in the registered training agreement to be spent in structured off-the-job training.

#### 6. MINIMUM WAGE

Notwithstanding the provisions of subclause 1 and 4 thereof, no adult employee shall be paid less than the rate of \$283.10 per week.

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

Where such minimum rate of pay 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.

#### 7. SUPPORTED WAGE SYSTEM

##### (a) Eligibility Criteria

Subject to this subclause an employer may engage employees at a supported wage rate (as set out in paragraph (c) of this subclause) 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.

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**PROVIDED** that this subclause 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 FURTHER** that this subclause does not apply to employers in respect of their facility, program, 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 Section 10 or under Section 12A of the above Act, or if a part only has received recognition, that part.

(b) For the purposes of this subclause:

**'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.

**'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.

**'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.

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

(c) Supported Wage Rates

Employees to whom this subclause 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))	Percentage of prescribed award rate
10%	10
20%	20
30%	30
40%	40
50%	50
60%	60
70%	70
80%	80
90%	90

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**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.

(e) Lodgment of Assessment Instrument

- (i) All assessment instruments under the conditions of this subclause, 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 subclause 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.

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(h) Workplace Adjustment

An employer wishing to employ a person under the provisions of this subclause 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 subclause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four 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.
- (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 paragraph (c) hereof."

**2. By deleting the amount of \$5.20 appearing in Clause 9 - AMENITIES DRESSING ROOM, TOILET ACCOMMODATION AND FIRST AID EQUIPMENT, and inserting in lieu thereof the amount of \$5.30.**

**OPERATIVE DATE**

This variation shall come into operation from the first full pay period commencing on or after 1 August 1999.

P A Imlach  
**COMMISSIONER**

27 July 1999