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TASMANIAN INDUSTRIAL COMMISSION

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

**The AWU-FIME Amalgamated Union
Tasmania Branch**
(T.5612 of 1995)

PLANT NURSERIES AWARD

COMMISSIONER R K GOZZI

Award variation - insertion of provisions for Career Start Traineeships

ORDER -

No. 1 of 1995

AMEND THE **PLANT NURSERIES 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

(a) Adult employees in a classification level hereunder mentioned shall be paid the weekly wage rate appearing opposite that classification.

	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1. Nursery Assistant Level 1 (as defined)	80	333.80	16.00	349.80
2. Nursery Assistant Level 2 (as defined)	84	350.50	16.00	366.50
3. Nursery Assistant Level 3 (as defined)	92	383.80	16.00	399.80
4. Nursery Assistant Level 4 (as defined)	100	417.20	16.00	433.20
5. Nursery Assistant Level 5 (as defined)	108	450.60	16.00	466.60

(b) Translation Schedule

- | | | |
|---|---|--|
| 1. An employee having less than one months continuous service with their present employer. | - | Nursery Assistant Level 1 (as defined) |
| 2. An employee who without direct supervision, carries out any duties required in connection with the growing of seeds and/or plants. | - | Nursery Assistant Level 2 (as defined) |
| 3. Propagator | - | Nursery Assistant Level 3 as defined) |
| 4. Horticultural Tradesman as defined) | - | Nursery Assistant Level 4 (as defined) |

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2. APPRENTICES

The weekly wage rate to be paid to apprentices shall be the undermentioned percentage of the weekly wage rate payable to a Nursery Assistant - Level 4 (as defined).

	%	Weekly Wage Rate \$
1st year	42	181.90
2nd year	55	238.30
3rd year	75	324.90
4th year	88	381.20

3. JUNIOR EMPLOYEES

The weekly wage rate to be paid to unapprenticed junior employees shall be the undermentioned percentage of the weekly wage rate for the classification Nursery Assistant - Level 1 (as defined).

	%	Weekly Wage Rate \$
Under 16 years of age	50	174.90
16 to 17 years of age	65	227.40
17 to 18 years of age	75	262.40
18 to 19 years of age	90	314.80
19 to 20 years of age	95	332.30
20 years of age and over	100	349.80"

2. Delete Clause 9 – Allowances and insert in lieu thereof the following:

"9. ALLOWANCES

(a) Tool Allowance

All employees engaged in work that is normally undertaken as part of a trade under the Industrial and Commercial Training Act 1985 shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$8.80 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.

(b) Meal Allowance

An employee who is required to work overtime for one and a half 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 \$4.90.

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Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second or subsequent meal or make payment in lieu thereof as above prescribed.

(c) Travelling Time Allowance

An employee who on any day or from day to day is required to work away from the usual workplace shall, at the direction of the employer, present for work at such workplace at the usual starting time; but all time reasonably spent in reaching and returning from such workplace (in excess of the time normally spent travelling to and from the usual workplace) shall be paid travelling time payment at ordinary rates of pay.

(d) Kilometreage Allowance

Where an employee is required by the employer to use his/her own motor vehicle for the purpose of the employer's business, then the employee will be paid 31 cents per kilometre travelled.

(e) First Aid Allowance

The employer shall provide and maintain, in accordance with the Industrial Health and Safety Act (1977) and Regulations (1979) a first aid outfit including an affixed list of current employees holding a first aid certificate.

A full-time employee (as defined) holding first aid qualifications from the Red Cross Society, St John Ambulance or similar body and appointed by the employer to perform first aid duty shall receive in addition to his/her wages an allowance of \$1.70 per day.

(f) Special Rates

Employees who are engaged in spraying or handling of chemicals shall be provided, by the employer, with protective clothing and be paid 40 cents per hour extra while so engaged with a minimum payment as for four hours on any one day."

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