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TASMANIAN INDUSTRIAL COMMISSION

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

**Australian Municipal, Administrative,
Clerical and Services Union**
(T.5579 of 1995)

AERATED WATERS AWARD

COMMISSIONER P A IMLACH

25 August 1995

Award variation - second \$8 safety net adjustment - consent matter - award varied operative from ffpp 26 July 1995

ORDER BY CONSENT-

No. 1 of 1995

AMEND THE AERATED WATERS AWARD IN THE FOLLOWING MANNER:

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THE ABOVE AWARD IS VARIED IN THE FOLLOWING MANNER:

DELETE CLAUSE 8 - WAGE RATES AND INSERT IN LIEU THEREOF THE FOLLOWING:

"8. WAGE RATES

1. ADULTS

Adult employees of a classification hereunder mentioned shall be paid the weekly wage rate for that classification.

Horizontal Column (A) Establishments with flow rates of 7, 000 litres per hour or more.

Horizontal Column (B) Establishments with flow rates of less than 7,000 litres per hour.

CI Beverage Industry Worker Grade 1

This is trainee entry point.

Employees at this level will perform routine duties essentially of a manual nature and to their level of training.

1. Perform general labouring and cleaning duties.
2. Exercise minimal judgement.
3. Work under direct supervision; and
4. May be undertaking structured training so as to enable them to work at C2 Level.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(A) Establishment	340.70	16.00	356.70
(B) Establishment	333.90	16.00	349.90

C2 Beverage Industry Employee Level 2

An employee at this level will have completed at least three months at level C1 and have satisfactorily completed structured training to enable the employee to perform work within the scope of this level.

Employees will work under direct supervision and will be able to demonstrate competency in allocated functions and/or work stations.

Indicative of the tasks performed at this level are:

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1. Manual palletising/depalletizing.
2. Feeding on and packing from conveyors.
3. Bucket washing.
4. Drum filling assistant.
5. Truck loading.
6. Cleaning.

Employees may be undertaking structured training to enable them to progress to C3.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(A) Establishment	359.00	16.00	375.00
(B) Establishment	345.40	16.00	361.40

C3 Beverage Industry Employee Level 3

An employee who has satisfactorily completed structured training to enable the employee to perform work within the scope of this level.

An employee at this level performs work above and beyond the skills of an employee at C2 and to the level of their training.

Employees at this level are responsible for the quality of their own work subject to routine supervision.

Employees at this level work under routine supervision either individually or in a team environment.

Indicative of the tasks which an employee at this level may perform are the following:

1. Operation of automatic equipment including package size changeovers.
2. Makes running adjustments.
3. Cleans and lubricates equipment and monitors performance.
4. Checking duties.
5. Truck driving requiring a 'B' licence.
6. Fork lift operation requiring a licence.

Employees may be undertaking structured training to enable progression to C4.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(A) Establishment	370.90	16.00	386.90
(B) Establishment	357.10	16.00	373.10

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C4 Beverage Industry Employee Level 4

An employee who has satisfactorily completed training to enable the employee to perform work within the scope of this level.

An employee at this level carries out duties in accordance with C3 but in addition is required to exercise the following:

1. The ability to operate three or more automatic machines and to exercise judgement in carrying out basic maintenance.
2. Fork lift operation involving checking duties in preparation of loads.
3. Line quality control involving the completion of an appropriate training course.

Employees at this level may be undertaking structured training to enable progression to a higher level.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(A) Establishment	384.40	16.00	400.40

C5 Beverage Industry Employee Level 5

An employee who has satisfactorily completed structured training to enable the employee to perform work within the scope of this level.

An employee at this level:

1. Works from complex instructions and procedures.
2. Is responsible for ensuring the quality of their own work output.
3. Assists in the training of other employees.
4. Works with minimum supervision and supervises others.
5. Is required to exercise judgement and take decisions within procedural limits.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(A) Establishment	394.80	16.00	410.80
(B) Establishment	366.80	16.00	382.80

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2. JUNIORS (BEVERAGE INDUSTRY)

The minimum weekly wage rate to be paid to a junior employee (ie employees under 18 years of age) shall be the undermentioned percentage of the weekly wage rate for a Beverage Industry Employee Level 3 at (A) establishments, and for a Beverage Industry Employee Level 2 at (B) establishments.

	%	Weekly Wage Rate \$
(A) Establishment		
At 16 years and under	70	270.80
At 17 years	85	328.90
(B) Establishment		
At 16 years and under	70	253.00
At 17 years	85	307.20

3. CLERKS

(a) Adult clerical employees of a classification hereunder mentioned shall be paid the weekly wage rate opposite that classification.

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) 1st year adult experience	309.80	16.00	325.80
2nd year adult experience	331.40	16.00	347.40
3rd year adult experience	359.80	16.00	375.80
4th year adult experience	370.80	16.00	386.80
5th year adult experience	378.80	16.00	394.80
(ii) Accountant or chief clerk wholly responsible for office work and who prepares balance sheet and profit and loss account	478.60	16.00	494.60
(iii) A clerk who is in charge of and responsible for the work of -			
(a) 5 or more employees	425.50	16.00	441.50
(b) 3 or 4 employees	408.70	16.00	424.70
(c) 2 employees	400.70	16.00	416.70

'Employees' in (iii) above shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

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(b) Juniors

The minimum weekly wage rate to be paid to a junior employee shall be the undermentioned percentages of the weekly wage rate prescribed for the second year adult rate to the nearest 10 cents.

	Percentage of 2 nd year adult rate %	Weekly Wage Rate \$
Under 16 years of age	40	139.00
16 to 17 years of age	45	156.30
17 to 18 years of age	55	191.10
18 to 19 years of age	70	243.20
19 to 20 years of age	80	277.90
20 to 21 years of age	90	312.70

(c) Proviso

When determining the 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, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(d) Trainees

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 weekly wage rate for a junior clerk as prescribed in subclause 3 - Clerks, (b) - Juniors, of this clause 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 Traineeships System Guidelines.

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

(e) Additional Payments

In addition to the weekly wage rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio- typists, teletypists, accounting machine operators, data processing, tabulating machine, card punch and verifier operators.

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	Amount per Week \$
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	1.50
19 to 20 years of age	2.10
20 to 21 years of age	2.20
21 years and over	2.80

(f) Estimating Service

In estimating the number of years of 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 shall be taken into account."

OPERATIVE DATE

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

P A Imlach
COMMISSIONER

25 August 1995