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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for awards and variations of awards

Australian Municipal, Administrative, Clerical and Services Union
(T.5586 of 1995)

CHEMISTS AWARD

COMMISSIONER R J WATLING

HOBART, 10 August 1995

Award variation - second \$8 safety net adjustment

ORDER BY CONSENT -

No. 1 of 1995

AMEND THE **CHEMISTS AWARD** IN THE FOLLOWING MANNER:

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Delete Clause 8 - WAGE RATES and insert in lieu thereof the following:

"8. WAGE RATES

(a) Adults

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Group 1			
Storeman (Grade 1)	343.30	16.00	359.30
Storeman (Grade 2)	350.60	16.00	366.60
<p>A storeman/woman working singly and/or a storeman/woman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues and stock checking of goods and/or material notation and preparation of necessary documents.</p> <p>Section manager, i.e. an employee in charge of a section who is actually employed in that section and in direct contact with the customers, notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to the management of this section:</p>			
(i) If in charge of a section where 5 or more employees (including the section manager) are employed	358.10	16.00	374.10
(ii) If in charge of a section where 3 or 4 employees (including the section manager) are employed	352.30	16.00	368.30

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Group 2

Clerks/Sales Assistants (as defined)			
First year's adult experience	310.00	16.00	326.00
Second year's adult experience	331.70	16.00	347.70
Third year's adult experience and thereafter	360.00	16.00	376.00
An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	478.90	16.00	494.90
A clerk (as defined) who is in charge of and responsible for the work of:			
(i) 5 or more employees	425.50	16.00	441.50
(ii) 3 or 4 employees	409.10	16.00	425.10
(iii) 2 employees	400.90	16.00	416.90
Senior Sales Assistant (as defined)	376.50	16.00	392.50

Group 3

Photographer	363.30	16.00	379.30
Laboratory Technician (copying, enlarging, processing and the like)	363.30	16.00	379.30
General Assistant in a Photographic Shop/Laboratory	355.60	16.00	371.60
Printing/Photographic Printing Machine Operator	360.00	16.00	376.00

Group 4

Country traveller (as defined)	418.30	16.00	434.30
Town or local traveller	383.90	16.00	399.90
Probationary traveller	350.00	16.00	366.00

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Group 5

Employee driving motor vehicle having maker's capacity (as defined) as:

1.2 tonnes or less	355.20	16.00	371.20
Over 1.2 tonnes but not over 3 tonnes	359.10	16.00	375.10
Over 3 tonnes but under 6 tonnes	364.00	16.00	380.00

Group 6

(1) Full-time Employees (as defined)

(i) The minimum weekly wage rates of pay shall be as follows:

% shown shall be of the Metal Industry Award benchmark figure applicable to base grade trades person.

	*Wage Relativity %	Base Rate \$	Supplementary Payment \$	Weekly Rate \$
Pharmacist Manager (as defined)				
Grade 1	180	751.00	16.00	767.00
Grade 2	195	813.50	16.00	829.50
Grade 3	210	876.10	16.00	892.10
Pharmacist-in-Charge (as defined)				
Grade 1	160	667.50	16.00	683.50
Grade 2	170	709.20	16.00	725.20
Grade 3	180	751.00	16.00	767.00
Pharmacist (as defined)				
1st year experience	140	584.10	16.00	600.10
Thereafter	150	625.80	16.00	641.80
Student - After passing				
1st exam	55	229.50	16.00	245.50
After passing 2nd exam	65	271.20	16.00	287.20

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Trainee - 1st 1000 hours of experience	75	312.90	16.00	328.90
Last 100 hours of experience	85	354.60	16.00	370.60

(Note: Work level standards and grading arrangements for pharmacist classifications are contained in Clause 51 - Work Level Standards, of this award.)

- (ii) Where a pharmacist (as defined) is required, at the direct request of the owner or manager, to be in charge of a pharmacy (as defined) for a period in excess of two continuous hours in any one day, he/she shall be paid at the rate for the relevant category of pharmacist-in-charge (as defined) for the period of time so worked.
 - (iii) Hourly rates shall be calculated by dividing the appropriate weekly wage rate by 38.
- (2) Part-time Pharmacists (as defined)
- (i) Part-time pharmacists (as defined) shall be paid an hourly rate calculated on the basis of paragraph (1), subparagraph (iii) hereof, for the classification involved.
 - (ii) Part-time pharmacists (as defined) shall be entitled to overtime and penalty rates in accordance with the relevant provisions of this award. Clause 9 - Annual Leave, Clause 15 - Holidays With Pay and Clause 27 - Sick Leave shall accrue on a pro rata basis according to the regular weekly hours worked.
- (3) Casual Pharmacists (as defined)
- (i) Casual pharmacists (as defined) shall be paid at an hourly rate calculated on the basis of paragraph (1), subparagraph (iii) hereof for the classification involved plus an additional loading of 20%; such additional amount to be payment in lieu of annual leave, sick leave and public holidays.
 - (ii) Casual pharmacists (as defined) shall be entitled to a minimum of 3 hours pay, at ordinary rates, in respect of each start, unless varied by prior agreement between employer and employee at the time of engagement.

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(4) Contract Pharmacist

An employer and an employee engaged as a pharmacist (as defined) may agree on a rate of pay other than that specified for the appropriate classification in subclause (i) hereof on the understanding that such rate of pay contains an element compensating in whole or in part for entitlements which otherwise accrue under subclause (3) hereof, Clause 44 - Penalty Rates and Clause 41 - Overtime.

PROVIDED that any such rate of pay must amount to not less than the employee would be entitled to under the above award provisions.

(b) Juniors

(i) Storeman Classifications

The minimum weekly wage rates for junior workers in these classifications shall be the undermentioned percentages of Storeman Grade 1:

Age	%
Under 16 years of age	55
16 to 17 years of age	65
17 to 18 years of age	78.5
18 to 19 years of age	93
19 to 20 years of age	100

(ii) All Others (Not including Students and Trainees)

The following percentages of the relevant classification rate shall be used to determine the minimum weekly wage rate payable to junior employees in other than storeman classifications:

Age	%
Under 16 years of age	45
16 to 17 years of age	54
17 to 18 years of age	59
18 to 19 years of age	73
19 to 20 years of age	86
20 to 21 years of age	90

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PROVIDED that:

- (1) For clerks (as defined) and sales assistants (as defined) the relevant classification shall be the weekly wage rate for the 2nd year of adult experience.
 - (2) No junior employee engaged as a sales assistant (as defined) shall receive less than the rate for 16 to 17 years of age.
 - (3) No junior employee engaged as a driver shall receive less than the percentage rate for 18 to 19 year olds of the relevant classification and the full adult weekly wage rate shall apply to all drivers on reaching 20 years of age.
- (iii) The weekly wage rate of junior workers shall be calculated to the nearest 10 cents.
- (iv) When determining the amount payable to an employee attaining the age of 21 years, who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience.
- (v) **PROVIDED** that the relevant percentage of the \$8.00 Arbitrated Safety Net Adjustment in (i) and (ii) herein as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 28 February 1994.
- (c) Additional Payments
- (i) In addition to the weekly wage rates prescribed herein the following additional amounts per week shall be paid to employees engaged as stenographers, audiotypists, tele-typists, accounting machine, data processing, tabulating machine, card punch and verifier operators.

Age	\$
Under 16 years of age	1.05
16 to 17 years of age	1.25
17 to 18 years of age	1.35
18 to 19 years of age	1.55
19 to 20 years of age	2.05
20 to 21 years of age	2.15
21 years of age and over	2.75

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- (ii) Employees engaged as a driver handling money, i.e. an employee who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out shall be paid per week the following in addition to his weekly wage rate:

	\$
For any amount handled over \$20.00	0.75
For any amount handled over \$20.00 but not exceeding \$200.00	1.65
For any amount handled over \$200.00 but not exceeding \$600.00	3.30
For any amount handled over \$600.00 but not exceeding \$1,000.00	3.70
For any amount handled over \$1,000.00	5.20"

OPERATIVE DATE

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

R.J. Watling
COMMISSIONER

10 August 1995