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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.5589 of 1995)

ESTATE AGENTS AWARD

COMMISSIONER P A IMLACH

12 September 1995

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

ORDER BY CONSENT –

No. 2 of 1995

AMEND THE **ESTATE AGENTS AWARD** IN THE FOLLOWING MANNER:

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By deleting Clause 8 - Wage Rates and inserting in lieu thereof the following:

"8. WAGE RATES

1. DIVISION A - CLERKS

The classification structure listed here shall be read in conjunction with the definitions set out in Clause 7 - Definitions, of this award.

The weekly wage rates set out hereunder shall be the rates payable to adult employees classified herein:

(a)	Adults	Base Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
	Adult Entry				
	1st 6 months	80	333.80	16.00	349.80
	2nd 6 months	85	354.60	16.00	370.60
	Grade 1				
	1A 1st 12 months	87	363.00	16.00	379.00
	1B After 12 months	90	375.50	16.00	391.50
	Grade 2				
	2A 1st 12 months	92	383.80	16.00	399.80
	2B After 12 months	95	396.30	16.00	412.30
	Grade 3				
	3A 1st 12 months	97	404.70	16.00	420.70
	3B After 12 months	100	417.20	16.00	433.20
	Grade 4	105	438.10	16.00	454.10
	Grade 5	110	458.90	16.00	474.90
	Grade 6	115	479.80	16.00	495.80
	Grade 7	120	500.60	16.00	516.60

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(b) Junior Employees

The minimum weekly wage rate that may be paid to juniors may be the undermentioned percentages of the Grade 1, 1st 12 months service rate adjusted to the nearest 10 cents.

	%	\$379.00
Under 16 years of age	40	151.60
16 to 17 years of age	45	170.90
17 to 18 years of age	55	208.50
18 to 19 years of age	70	265.30
19 to 20 years of age	80	303.20
20 to 21 years of age	90	341.10

(c) Trainee Clerk (as defined)

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 (b) of this division then multiplying it by 39 and dividing it by 52.

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 trainee clerk (as defined) weekly 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.

(d) Advice of Grading and Settlement of Disputes

All current and future employees shall be notified in writing by the employer of their grading within one month of this award coming into operation or the date of engagement as the case may be.

In the event of a dispute regarding grading, the matter shall be discussed by the employer involved or his representative and the Australian Municipal, Administrative, Clerical and Services Union in an attempt to resolve the matter, and if then still in dispute, shall be referred to the Tasmanian Industrial Commission for determination.

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2. DIVISION B - REAL ESTATE SALESPEOPLE AND MANAGEMENT

Adults	Base Rate \$	Supplementary Payment \$	Weekly Wage Rate \$
(a) Real Estate Sales Trainee	280.00	16.00	296.00
(b) Real Estate Sales Consultant Auctioneer, Property Manager, Manager	325.00	16.00	341.00
(c) Scholarship Holder			

The minimum weekly wage rate payable to trainees (as defined) for the first 12 months shall be determined by taking the appropriate wage rate for a junior clerk as prescribed in subclause (b) of Division A - Clerks and multiplying it by 42 and dividing it by 52 (42 being the actual number of weeks spent on the job). For each subsequent year scholarship holders will receive the appropriate wage rate for a junior clerk as prescribed in subclause (b) of Division A - clerks and adult scholarship holders shall receive the appropriate wage for a Grade 1 Clerk."

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

12 September 1995