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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for an award or variation of an award

Tasmanian Trades and Labor Council
(T9062 of 2000)

Private sector awards

FULL BENCH:

DEPUTY PRESIDENT R J WATLING
COMMISSIONER P L LEARY
COMMISSIONER P A IMLACH

Wage Rates - State Wage Case July 2000 - application to vary private sector awards in a manner consistent with the Australian Industrial Relations Commission decision in Print number S5000 - 2000 Safety Net Review - Wages - Agreed Settlement - \$15.00 Arbitrated Safety Net Adjustment and 3.14% increase to work related allowances - Approved

COMMUNITY SERVICES AWARD

ORDER BY CONSENT

No. 2 of 2000

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THE **COMMUNITY SERVICES AWARD** IS VARIED IN THE FOLLOWING MANNER:

1. By deleting from PART III - WAGES AND RELATED MATTERS, Clause 1 - WAGE RATES, and inserting in lieu thereof the following:

1. WAGE RATES

(a) An employee appointed or promoted to a position within a level prescribed by this award shall be paid at the weekly wage rate determined for that level by reference to the relevant classification standards as set out in Clause 3 - Classification Descriptors of this Part.

	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Community Services Employee - Level 1				
Grade 1	90	\$375.50	\$75.00	\$450.50
Grade 2	95	\$396.30	\$75.00	\$471.30
Community Services Employee - Level 2				
Grade 1	100	\$417.20	\$75.00	\$492.20
Grade 2	105	\$438.10	\$75.00	\$513.10
Community Services Employee - Level 2B				
Grade 1	105	\$438.10	\$75.00	\$513.10
Grade 2	110	\$458.90	\$75.00	\$533.90
Grade 3	115	\$479.80	\$73.00	\$552.80
Community Services Employee - Level 3				
Grade 1	110	\$458.90	\$75.00	\$533.90
Grade 2	115	\$479.80	\$73.00	\$552.80
Grade 3	125	\$521.50	\$71.00	\$592.50
Community Services Employee - Level 4	135	\$563.20	\$71.00	\$634.20
Community Services Employee - Level 5	145	\$604.90	\$71.00	\$675.90
Community Services Employee - Level 6	160	\$667.50	\$69.00	\$736.50
Community Services Employee - Level 7	180	\$751.00	\$69.00	\$820.00

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(b) Entry Level and Progression

An employee holding a relevant Diploma (AQF) or equivalent Associate Diploma shall commence at Level 3 Grade 1.

An employee holding a relevant degree shall commence at Level 3 Grade 3.

Within each level employees shall progress to successive grades upon completion of 12 months service subject to satisfactory performance assessment.

(c) Appointment Level

New employees who can verify previous comparable experience which was gained with another employer engaged in the Community Services Industry shall have such experience taken into account in determining the appropriate incremental grade which that person is entitled to occupy. Such experience includes that prior to the award classifications taking effect.

(d) Calculation of Rates

The hourly wage rate shall be determined by dividing the weekly rate by 38."

2. By deleting from PART IV - ALLOWANCES, Clause 1 - ON CALL AND RECALL, and inserting in lieu thereof the following:

"1. ON CALL AND RECALL

(a) On Call Allowance

(i) Ordinary Rates

An employee required to be on call (ie.) available to be recalled for duty or available for 'telephone duty' shall be paid an allowance of \$17.70 in respect of any specified 24 hour period or part thereof during which the employee is on call during the period commencing from the time of finishing ordinary duty on Monday and the termination of ordinary duty on Friday.

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(ii) Weekend

The allowance shall be \$35.30 in respect of any other 24 hour period or part thereof.

(b) Recall

In addition to the on call allowance an employee recalled to duty shall be paid for a minimum of two hour's work inclusive of reasonable travelling time for each recall at relevant overtime rates. In respect of a recall in excess of two hour's work the employee shall be paid for each hour in which work is performed whether or not the full hour is worked, at relevant overtime rates.

PROVIDED that time reasonably spent travelling to and from work shall be regarded as time worked.

(c) Telephone Duty

In addition to the on call allowance, an employee who performs telephone duties shall be paid for a minimum of one hour's work for disturbance, whether as single disturbance of a maximum of one hour or two disturbances of a maximum of 30 minutes, whether or not the full hour is worked, at relevant overtime rates.

In respect of subsequent disturbances, the employee shall be paid for each 30 minute period in which duties are performed whether or not the full period is worked, at appropriate overtime rates."

3. By deleting from PART IV - ALLOWANCES, Clause 2 - SLEEPOVER, and inserting in lieu thereof the following:

"2. SLEEPOVER

- (a) **'Sleepover'** means a continuous period during which an employee is enabled by the employer to sleep over at the workplace, but is available to deal with any urgent situation which cannot be dealt with by another employee or be dealt with after the end of the sleepover period. An employee shall not be required to seek specific authorisation from the employer for such work, and shall record the hours worked.

The employer shall take all reasonable steps to enable the employee to sleep on the premises, including the provision of:

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- (i) suitable accommodation and bedding in a single bedroom occupied only by the employee;
 - (ii) a bathroom or shower room, a toilet and a meal room, all reasonably accessible from the bedroom and reasonably private;
 - (iii) linen, cutlery, crockery and blankets, free of charge to the employee.
- (b) An employee shall only sleepover under the following conditions:
- (i) there is an agreement between the employer and employee in respect of each period;
 - (ii) a sleepover period shall consist of a maximum of eight continuous hours worked in conjunction with minimum of four hours paid at night shift rates in addition to the sleepover allowance contained in subclause (c) hereunder;
 - (iii) a sleepover period shall count as night shift hours in respect to calculation of overtime entitlements and limitations on shift work in Part V - Hours of Work, Shift Work And Overtime, Clause 1 - Hours, Clause 2 - Shift Work, and Clause 3 - Overtime.
- (c) (i) An employee engaged on sleepover shall be paid an allowance of \$17.70 plus payment equivalent to one and a half hours pay that shall be deemed to be remuneration for one hour's work whether or not the employee is disturbed.
- (ii) Where an employee is required to perform duties during the sleepover period, each disturbance shall be recorded and paid in multiples of one half hour's work.
- (iii) The payment shall be deemed to be remuneration for one hour's work whether as a single disturbance of a maximum of one hour duration or two disturbances of a maximum of 30 minutes duration. In respect of subsequent disturbances the employee shall be paid for each 30 minutes in which work is performed, whether or not the full 30 minutes are worked, at the appropriate overtime rate."

4. By deleting from PART IV - ALLOWANCES, Clause 3 - FIRST AID ALLOWANCE, and inserting in lieu thereof the following:

"3. FIRST AID ALLOWANCE

An employee who holds a current first aid certificate issued by the St John Ambulance Association or Australian Red Cross Society or equivalent qualification, and who is

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required by his/her employer to perform first aid duty at his/her work-place shall be paid an allowance of \$9.10 per week.”

OPERATIVE DATE

This variation shall come into operation from the first full pay period to commence on or after 1 August 2000.

RJ Watling
DEPUTY PRESIDENT

2 August 2000