

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

TASMANIAN INDUSTRIAL COMMISSION

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

National Union of Workers (Tasmanian Branch)
(T.5522 of 1995)

**Australian Liquor, Hospitality and Miscellaneous
Workers Union (Tasmanian Branch))**
(T.5547 of 1995)

FIBREGLASS AND PLASTICS AWARD

COMMISSIONER P A IMLACH

23 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

THE **FIBREGLASS AND PLASTICS AWARD** IN THE FOLLOWING MANNER:

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

Delete Clause 8 – Wage Rates and insert in lieu thereof the following:

"8. WAGE RATES

1. WAGE RATES

Adult employees in a classification hereunder mentioned shall be paid the base rate and supplementary payment appearing opposite that classification -

No.	Classification	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1	Manufacturing/Production Employee Level 1	78	325.50	16.00	341.50
2	Manufacturing/Production Employee Level 2	82	342.10	16.00	358.10
3	Manufacturing/Production Employee Level 3	87.4	364.60	16.00	380.60
4	Manufacturing/Production Employee Level 4	92.4	385.50	16.00	401.50
5	Manufacturing/Production Employee Level 5	97	404.70	16.00	420.70
6	Manufacturing/Production Employee Level 6	100	417.20	16.00	433.20
7	Tradesperson Level 1	100	417.20	16.00	433.20
8	Tradesperson Level 2	105	438.10	16.00	454.10
9	Tradesperson Level 3	110	458.90	16.00	474.90
10	Tradesperson Special Class	115	479.80	16.00	495.80
11	Advanced Tradesperson Level 1	125	521.50	16.00	537.50
12	Advanced Tradesperson Level 2	130	542.40	16.00	558.40

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

2. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

- (a) For the purpose of identifying an employees new classification in accordance with the creation of a new broadly based and generic classification structure the following schedule shall apply:

<u>Pre-existing Classification</u>	<u>New Classification</u>
Tradesman	Tradesperson Level 1
Laminator	Manufacturing/Production Employee Level 3
Mixer	Manufacturing/Production Employee Level 3
Mixer's Assistant	Manufacturing/Production Employee Level 2
Labourer	Manufacturing/Production Employee Level 1
Heavy Machine Operator	Manufacturing/Production Employee Level 3
Light Machine Operator	Manufacturing/Production Employee Level 2
Fitter	Tradesperson Level 1
Cleaner	Manufacturing/Production Employee Level 3

PROVIDED THAT employees who, prior to the first full pay period commencing on or after 18 July 1991, are in receipt of wage rates in excess of those herein prescribed shall not have their wage rate reduced as a result of the making of this new award and the translation process.

- (b) The parties to the award shall co-operate in the translation from the old structure to the new structure. In the event of any disagreement the matter shall be referred to the Tasmanian Industrial Commission for determination.

3. APPRENTICES

The minimum ordinary rates of payment to be paid by employers to apprentices shall be the undermentioned percentages of the Tradesperson Level 1 rate of wages appearing in Division A.

	Percentage of Tradesperson Level 1 Rate %	Weekly Wage Rate \$
First year	38	164.60
Second year	55	238.30
Third year	72	311.90
Fourth year	88	381.20

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

4. JUNIORS

The minimum rates of wages that may be paid by employers to junior workers shall be the undermentioned percentages of the wage rate appearing in Division A for the classification "Manufacturing/Production Employee Level 2".

	Percentage of Manufacturing/Production Employee Level 2 Rate %	Amount Per Week \$
Under 17 years of age	65	232.80
17 Years of age to 18 years of age	75	268.60
18 years of age to 19 years of age	85	304.40
19 years of age to 20 years of age	100	358.10

5. TRAINEES

The weekly wages payable to a Trainee (as defined) shall be determined by multiplying the appropriate junior rate as prescribed in this clause by 39 which represents the actual weeks spent on the job and dividing that sum by 52 to provide a weekly wage. The rate determined shall in no case be less than the minimum rate prescribed by the Australian Traineeship System guidelines.

In order to achieve stability of income and related living standards these rates will be paid as a weekly wage and will be unaffected by the 13 weeks off-the-job training to be carried out during the 12 month training period.

6. LEADING HANDS

- (a) In charge of 1 to 3 employees - \$9.50 per week extra
- (b) In charge of 4 to 6 employees - \$12.10 per week extra
- (c) In charge of 7 to 9 employees - \$14.50 per week extra
- (d) In charge of more than 9 employees - \$16.80 per week extra

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