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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

**T. 266 of 1985**

**IN THE MATTER OF AN APPLICATION  
BY TASMANIAN TRADES AND LABOR  
COUNCIL TO VARY WAGE RATES AND  
ALLOWANCES IN NOMINATED PUBLIC  
AND PRIVATE SECTOR AWARDS IN  
ACCORDANCE WITH THE NATIONAL  
WAGE CASE DECISION OF 4 NOVEMBER  
1985**

**ORDER BY CONSENT -**

**No. 3 of 1986  
(Part I – Wage Rates)**

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## **ELECTROLYTIC ZINC AWARD**

Established in respect of:

- (a) Producer of electrolytic zinc, zinc oxide, acid and other products of zinc ores and aluminium sulphate; and
- (b) Manufacturer of artificial fertilizers.

### **DATE OF OPERATION**

This Award shall come into operation as from the beginning of the first full pay period to commence on or after 4 November 1985.

Provided that, it is a term of this Award that the unions undertake that they will not pursue any extra claims, award or overaward, except where consistent with the Principles of Wage Fixation of the Tasmanian Industrial Commission.

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PART I - WAGE RATES  
SECTION I - EMPLOYEES OTHER THAN CLERKS  
1. BASIC WAGE

The minimum rate of wage that may be paid by employers to adult employees per week as a basic wage shall be \$104.20.

2. DISABILITY ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$16.10 for each week of 38 hours worked. The amount prescribed in this clause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed in this award.

3. SERVICE AND EXPERIENCE PAYMENT

In addition to the wage rates and allowances prescribed in this Part all employees mentioned in Clause 5 hereof, shall, subject to continuous service be paid the following amounts

- (i) On completion of 26 weeks service –  
\$2.80 per week extra
- (ii) On completion of 1 year's service –  
\$3.70 per week extra
- (iii) On completion of 2 years' service –  
\$8.20 per week extra
- (iv) On completion of 5 years' service –  
\$10.80 per week extra
- (v) On completion of 10 years' service –  
\$16.10 per week extra
- (vi) On completion of 15 years' service and thereafter –  
\$21.40 per week extra

Payment of the amounts prescribed shall be on the basis of a 38 hour week and when a greater or lesser number of hours than 38 are worked, payment shall be made pro rata too the hours worked.

Payments of the amounts prescribed shall continue to be made during periods of annual leave or other absences approved by the employer during which ordinary wages are paid.

Continuous service for the purpose of this clause means continuous service with the recognised employer in the industry for which this award is established.

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4. SHIFT ALLOWANCE

- (a) Regular shift workers included in Sections I and II of Clause 5 hereof shall be paid a shift allowance of \$1.65 per week of 38 hours. This allowance shall be taken into consideration in the computation of overtime and other penalty rates and shall be included in payments for leave entitlements.
- (b) Regular shift workers, whilst performing any afternoon or night shift or part thereof, shall receive an additional allowance at the rate of 15% of the ordinary rate prescribed for a Leading Hand classification 1 (a), Section I, Clause 5 hereof (i.e. 15% of \$272.80 per week of 38 hours), less the sum of \$1.65 per week prescribed in sub-clause (a) of this clause. This additional allowance shall not be taken into consideration in the mutation of overtime and other penalty rates but shall be included in payments for leave entitlements.

5. MARGINS

In addition to the basic wage, the margins set out hereunder shall be the minimum rates payable to adult employees therein named:

Section I - Plant Operators (Regular Shift Workers)

	Margin Per Week of 38 Hours \$
1. Leading hand in any division of this section appointed as such -	
(a) If in charge of less than 3 employees or if appointed as such	164.60
(b) If in charge of 3 and not more than 10 employees or if appointed as such	171.70
(c) If in charge of more than 10 and not more than 20 employees or if appointed as such	177.90
(d) If in charge of more than 20 employees or if appointed as such	183.40
2. Storeman (as defined)	139.10
3. Storeman in charge of a store	146.50
4. Shift labourer and any other employee in any division of this section not elsewhere mentioned	120.30

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5. Relief operator - an adult employee who is regularly rostered to relieve operators, other than shift labourers, in this section 158.70

#### DIVISION 1 - SHIPPING AND TRANSPORT DIVISION

1. Slab zinc storeman 158.70
2. Blending attendant 158.70
3. Weighman 141.00
4. Bin feed gear attendant 141.00
5. Assistant slab zinc storeman 141.00
6. Assistant blending attendant 141.00
7. Belt conveyor attendant 128.00
8. Plant Transport Loader
  - (a) Up to and including 0.75 cubic metres 174.80
  - (b) Over 0.75 cubic metres and up to 2.25 cubic metres 178.60
  - (c) Over 2.25 cubic metres and up to 4.5 cubic metres 182.00

#### DIVISION 2 - ROASTING DIVISION

1. Furnaceman 158.70
2. Calcine classification attendant 158.70
3. Calcine screening attendant 158.70
4. Ventilating system attendant 158.70
5. Wetting down - table attendant 158.70

Employees in Division 2 hereof who are holders of a current Department of Labour and Industry Boiler Operator's Certificate shall be paid an allowance of \$4.50 per week pro rata to hours worked.

#### DIVISION 3 - LEACHING DIVISION

1. Residue section filterman 164.60
2. Jarosite section filterman 164.60
3. Basics section attendant 158.70
4. Boot repairer 158.70
5. Leachman 158.70
6. Filterman 158.70
7. Dryer attendant 158.70
8. Special appliance maker 158.70
9. Leach residue attendant 158.70
10. Filtermaker and repairer 158.70
11. Pumpman 158.70
12. Cleaning evaporating tower 158.70

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13. Reagent mixer	158.70
14. Sewing machine operator	
(i) first six months experience as such	141.00
(ii) thereafter	158.70
15. Thickener attendant	158.70
16. Purifier	158.70
17. Filter press cleaner	158.70
18. Filter press repairer	158.70
19. Limestone grinding attendant	158.70
20. Assistant filterman	141.00
21. Washing machine attendant	158.70
22. Assistant leachman	141.00
23. Tube mill attendant	141.00
24. Pipe cleaner	141.00
25. Assistant purifier	141.00
26. Conveyor attendant	128.90

#### DIVISION 4 - ELECTROLYTIC DIVISION

1. Cell inspector	158.70
2. Stripper	158.70
3. Scrubber	158.70
4. Manganese cleaner	158.70
5. Anode attendant	158.70
6. Electrode attendant	158.70
7. Tractor driver	158.70
8. Pipe cleaner	141.00
9. Hoist and gantry attendant	141.00
10. Manganese dump attendant	141.00
11. Assistant cell inspector	128.90
12. Chipper off	128.90
13. Coil cleaner	128.90
14. Cleaner of spent towers	141.00
15. Mechanical Stripping Attendant	158.70

#### DIVISION 5 - ANODE CASTING DIVISION

1. Feeder	158.70
2. Caster	158.70
3. Mouldman	158.70
4. Solderer	158.70
5. Cutter	141.00
6. Finisher	141.00
7. Collector	141.00

#### DIVISION 6 - CASTING DIVISION

1. Melting and casting attendant	158.70
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DIVISION 7 - CADMIUM DIVISION

1.	Leachman and purifier	158.70
2.	Filterman	158.70
3.	Melter and caster	158.70
4.	Cell attendant who performs all duties of stopping and starting motor generators, regulating loads to cells, reading instruments and putting in switches	158.70
5.	Packer	158.70
6.	Tube mill attendant	158.70
7.	Assistant leachman and purifier	141.00

DIVISION 8 - COBALT OXIDE SECTION

1.	Cobalt oxide attendant	158.70
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DIVISION 9 - CONTACT ACID DIVISION

1.	Conversion attendant	158.70
2.	Purification attendant	158.70
3.	Acid storage and despatch attendant	158.70

DIVISION 10 - SUPERPHOSPHATE DIVISION

1.	Millman	158.70
2.	Mixerman	158.70
3.	Loader	158.70
4.	Blender	158.70
5.	Bagging machine attendant	141.00
6.	Recycle attendant	158.70

DIVISION 11 - HYDROGEN DIVISION

1.	Cell attendant	158.70
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DIVISION 12 - NITROGEN DIVISION

1.	Nitrogen attendant	162.00
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DIVISION 13 - AMMONIA DIVISION

1.	Compressor attendant	162.00
2.	Synthesis attendant	162.00

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#### DIVISION 14 - AMMONIUM SULPHATE DIVISION

1. Saturator attendant	158.70
2. Centrifuge attendant	158.70
3. Dryer attendant	158.70
4. Bagging machine attendant	141.00

#### Section II - Auxilliary Services (Regular Shift Workers)

1. Senior shift electrician (if appointed as such)	287.40
2. Shift electrician (if appointed as such)	267.70
3. Shift mill mechanic (if appointed as such)	248.10
4. Switchboard attendant Power Control Centre	155.70
5. Compressor station attendant	159.00
6. Compressor station assistant	144.80
7. Watchman, Grade 1	158.70
8. Pilot Plant attendant	158.70

Provided that employees classified in items 1 and 2 hereof who are holders of an "A" Grade Licence shall be paid an additional allowance of \$10.50 per week.

Further provided that any employee who holds a current standard first aid certificate from St. John's Ambulance or similar body shall be paid an allowance of \$4.50.

#### Section III - Day Workers

##### Leading Hand

- (a) If in charge of less than 3 other employees or if appointed as such \$5.90 per week extra.
- (b) If in charge of 3 and not more than ten other employees, or if appointed as such \$13.00 per week extra.
- (c) If in charge of more than 10 and not more than 20 other employees, or if appointed as such \$19.30 per week extra.
- (d) If in charge of more than 20 other employees or if appointed as such \$24.70 per week extra.

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**A. ELECTRICAL TRADES**

1. Industrial instrument mechanic (special class) (as defined)	267.70
2. Industrial instrument mechanic (as defined)	220.40
3. Electrical fitter (as defined)	204.80
4. Electrical mechanic (as defined)	204.80
5. Electrical fitter or electrical mechanic (electronics) (as defined)	204.80
6. Electrician - Special Class (as defined)	267.70
7. Electrical tradesman's assistant	141.00
8. Cadmium cells collector attendant	135.30
9. Battery attendant - an adult employee engaged in the servicing of batteries	129.80
10. Storeman (as defined)	139.10
11. Storeman in charge of a store	146.50
12. Bench hand	135.70

Provided that employees classified in items 1,2,3,4,5 and 6 hereof who are holders of and "A" Grade Licence shall be paid an additional allowance of \$10.50 per week.

Provided further that employees classified in item 5 hereof who are holders of an Industrial Electronics Certificate or possess similar qualifications in electronics and employ these qualifications in the course of their work shall be paid an additional allowance of \$10.50 per week.

**B. ENGINE DRIVERS**

1. Gantry crane driver	179.40
2. String crane driver	130.90
3. Crane drivers not elsewhere included	145.50
4. Boiler attendant - first class, who attends to 2 or more boilers	145.00
5. Pneumatic tyred tractors not using power operated attachments -	
(i) 35 kW brake power and under	143.00
(ii) Over 35 kW brake power and up to 70 kW brake power	150.90
(iii) Over 70 kW brake power and up to 110 kW brake power	154.80
(iv) Over 110 kW brake power	158.80

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6.	Pneumatic tyred tractors using power operated attachments -	
	(i) 35kW brake power and under	147.10
	(ii) Over 35 kW brake power and up to 70 kW brake power	154.80
	(iii) Over 70 kW brake power and up to 110 kW brake power	158.80
	(iv) Over 110 kW brake power	162.00
7.	Loaders -	
	Up to and including 0.75 cubic metres	154.80
	Over 0.75 cubic metres and up to 2.25 cubic metres	158.80
	Over 2.25 cubic metres and up to 4.5 cubic metres	162.00
	Over 4.5 cubic metres	167.60
8.	Excavators -	
	Up to and including 0.5 cubic metres	158.80
	Over 0.5 cubic metres and up to 2.25 cubic metres	162.00
	Over 2.25 cubic metres	167.60
9.	Driver of road roller, powered	
	(i) under 8 tonnes	147.10
	(ii) 8 tonnes and over	154.80
C.	MECHANICAL ENGINEERS	
1.	Mechanical tradesmen (in the field)	217.90
2.	Mechanical tradesmen (as defined)	204.80
3.	1st class machinist (as defined)	204.80
4.	2nd class machinist (as defined)	143.50
5.	Angle-iron smith	214.10
6.	General engineering blacksmith, including ajax forger, blacksmith, bulldozer, Bradley hammersmith, drop-hammer smith, chain smith, engine smith, general smith, motor smith, olive smith, ship smith, spring smith, rolling stock smith and wheel wright smith	207.10
7.	Blacksmith's machinist	131.40
8.	Boilermaker (as defined)	204.80
9.	Structural steel tradesman (as defined)	204.80
10.	1st class welder (as defined)	204.80
11.	Welder, special class (as defined)	221.50
12.	Welder, 2nd class (as defined)	132.30

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13. Patternmaker	251.80
14. Tradesman's helper and/or blacksmith's striker	141.00
15. Fitter running bearings	214.30
16. Motor mechanic (as defined)	204.80
17. Toolmaker (as defined)	251.80
18. Storeman (as defined)	139.10
19. Storeman in charge of a store	146.50
20. Marker off	217.50
21. Metal sprayer -	
(i) who operates from outside a properly enclosed cabin	135.40
(ii) other	144.30
22. Shot blast, sand blast -	
(i) who operates from outside a properly enclosed cabin	128.10
(ii) other	137.80
23. Inspector (as defined)	260.20
24. Gear attendant	140.00

Employees classified in Item 18 hereof, who have completed a post trade course in diesel mechanics and employ these qualifications in the course of their work shall be paid an allowance of \$9.70 per week.

Provided further that employees mentioned in Item 18 hereof who have not completed a post trade course in diesel mechanics but who have been engaged on diesel (motive power) work with their present employer for a period of not less than 3 years shall be paid an allowance of \$9.70 per week.

Employees classified in Item 12 hereof, whilst engaged in the operation of a M.I.G. welding machine shall be paid an amount of \$1.00 per day extra.

#### D. ELECTROPLATERS

1. Electroplater, second class (as defined)	143.50
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#### E. BRICKLAYERS

1. Bricklayers	204.80
2. Bricklayer's labourer	148.80

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F. CARPENTERS

1. Carpenters	204.80
2. Carpenter's labourer	141.00

G. PAINTERS

1. Painters, glaziers, decorators and sign writers	204.80
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H. PLUMBERS

1. Leadburner	248.40
2. Sheetmetal worker	
(i) First class bench hand	204.80
(ii) Second class bench hand	143.50
3. Leadburner's assistant	141.00
4. Sheetmetal worker's assistant	141.00
5. Sheetmetal worker (in the field)	217.90

I. RIGGERS

1. Riggers (as defined)	168.40
2. Rigger Inspector (as defined)	179.20

Provided that employees mentioned in this Division shall be paid an allowance of \$19.60 per week pro-rata to the hours worked. This allowance is in recognition of the special work performed by riggers at Risdon.

J. TIMBER WORKERS

1. Sawyer -	
(i) If cutting to a depth of 190 millimetres or over	155.00
(ii) If cutting to a depth of less than 190 millimetres	145.90
(iii) If sharpening saw, \$1.95 per week extra	
2. Orderman, measurer or tallyman (as defined)	141.90

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3.	Puller-out at sawbench -	
	(i) Cutting a depth of 190 millimetres or over	132.30
	(ii) Cutting a depth of less than 190 millimetres	127.30
4.	Puller-out at any planing machine	132.30
5.	Wood machinist 'A' grade	204.80
6.	Saw sharpener	155.00
7.	Portable chain saw operator	141.90
K.	TRANSPORT	
1.	Drivers of motor vehicles having a maker's capacity of 1.2 tonnes or less	174.80
	Over 1.2 tonnes but not over 3 tonnes	178.10
	3 tonnes and over but under 6 tonnes	182.70
	6 tonnes and over but under 7 tonnes	183.30
	7 tonnes and over but under 8 tonnes	184.10
	8 tonnes and over but under 9 tonnes	184.90
	9 tonnes and over but under 10 tonnes	185.50
	10 tonnes and over but under 11 tonnes	186.50
	11 tonnes and over but under 12 tonnes	187.40
	12 tonnes and over but under 13 tonnes	187.90
	13 tonnes and over but under 14 tonnes	188.90
	14 tonnes and over but under 15 tonnes	189.70
	15 tonnes and over but under 16 tonnes	190.40
	16 tonnes and over but under 17 tonnes	191.20
	17 tonnes and over but under 18 tonnes	191.70
	18 tonnes and over but under 19 tonnes	192.90
	19 tonnes and over but under 20 tonnes	193.60
	20 tonnes and over but under 21 tonnes	194.10
	21 tonnes and over but under 22 tonnes	194.40
	22 tonnes and over but under 23 tonnes	195.10
	23 tonnes and over	196.40
2.	Omnibus driver	184.10
3.	Car driver	178.10
4.	Loader	154.00
5.	Motor Driver's assistant	155.70
6.	Driver of Mobile Crane up to 5 tonnes	186.10
7.	Fork Lift truck driver	
	(a) Lifting capacity up to 5,000 kilograms	179.20
	(b) Lifting capacity over 5,000 kilograms and up to 10,000 kilograms	182.00
	(c) Lifting capacity over 10,000 kilograms up to 25,000 kilograms	190.40
8.	Suction sweeper driver	183.30

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L. SHIPPING AND TRANSPORT DIVISION

1.	Wharf attendant	132.10
2.	Wharf crane dogman	152.20
3.	Zinc weighman	158.70
4.	Boom conveyor attendant	158.70

M. MISCELLANEOUS

1.	Concrete finisher	152.20
2.	Operator of concrete mixer	152.20
3.	Drain pipe layer	152.20
4.	Asphalter, tar or whitewash sprayer	152.20
5.	Experienced gardener - an employee who is required to use general botanical knowledge	152.20
6.	Bitumen kettle operator	152.20
7.	Tarman and/or white washer	152.20
8.	Brush hand	152.20
9.	Sanitary attendant	132.10
10.	Pneumatic pick or jackhammer user	152.20
11.	Tankman who replaces metal hoops on tanks	153.00
12.	Sampler in assay sample room	158.70
13.	Chainman	152.20
14.	Power rammer operator	152.20
15.	Laboratory attendant	141.00
16.	Ramset gun operator	152.20
17.	Changehouse, crib room attendant	128.90
18.	Runner and/or messenger	152.20
19.	Fencer using line and level	152.20
20.	Hydrogen cell assembly maintenance attendant	158.70
21.	Digester attendant, aluminium sulphate section	158.70
22.	Globuliser attendant, aluminium sulphate section	141.00
23.	Pick or shovel man	132.10
24.	Storeman (as defined)	139.10
25.	Storeman in charge of a store	146.50
26.	Operator - water cleaning unit in excess of 6900 kPa	158.70
27.	F.R.P. Worker	152.20

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28. Junior storeman, learning or doing the work of a storeman -

Percentage of Basic Wage  
plus Margin Prescribed  
for Classification N 24,  
Section III, hereof  
%

16 and under 17 years	31
17 and under 18 years	42
18 and under 19 years	53
19 and under 20 years	66
20 and under 21 years	79

Margin Per Week  
of 38 Hours  
\$

N. GENERAL LABOURER

Not elsewhere specifically mentioned 117.40

O. JUNIOR LABOURER

Not elsewhere provided for herein

Percentage of Basic Wage  
plus Margin Prescribed  
for Classification N,  
Section III, hereof  
%

Under 16 years of age	24
Over 16 years and under 17	34
Over 17 years and under 18	46
Over 18 years and under 19	58

P. APPRENTICES

The minimum wage rates for apprentices shall be the undermentioned percentages of the tradesman's rate of wage - the basic wage plus the tradesman's margin of \$204.80.

Percentage of  
Tradesman's Wage  
%

Four year term -	
First year	38
Second year	55
Third year	75
Fourth year	95

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Section IV - Waterside Workers

(That is to say, employees engaged in the handling of cargoes on the wharf of the employer, and/or on ship-board, in the course of transit from or to the hoppers or stacks of the employer for the immediate purpose of loading or unloading overseas ships).

- 1. (a) The minimum rate of wage which shall be paid to employees under this section of the award between the hours of 7.45 a.m. and 3.45 p.m. on Monday to Friday inclusive shall be \$12.2947 per hour.
- (b) In addition to the wage rate prescribed in sub section 1 (a) hereof, the following additional amounts shall be paid to employees engaged on waterside work in the undermentioned classifications:

	Per Hour \$
Gantry crane drivers	1.3895
Leading Hands	1.5747
Fork lift truck drivers	0.4632

Such additional amounts shall be subject to the penalty additions prescribed in this section of the award.

- 2. Working outside ordinary hours - Monday to Friday -
  - (a) Between 3.45 p.m. and 11.45 p.m., Monday to Friday inclusive - one and one-half times the ordinary rate.
  - (b) Between 11.45 p.m. and 7.45 a.m., Monday to Friday inclusive - and between 11.45 p.m. Sunday and 7.45 a.m. Monday - double the ordinary rate.
- 3. Saturday work - Between 11.45 p.m. Friday and 11.45 p.m. Saturday - double the ordinary rate.
- 4. Sunday work - Between 11.45 p.m. Saturday and 11.45 p.m. Sunday - two and one-half times the ordinary rate.
- 5. Holiday work.

All work done on New Year's Day, Australia Day, Hobart Regatta Day, Eight Hours' Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Show Day (as defined), Christmas Day and Boxing Day -

Between 7.45 a. m. and 11.45 p.m. - two and one half times the ordinary rate.

Between 11.45 p.m. and 7.45 a.m. - treble the ordinary rate.

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6. (a) Employees working under this section of the award shall be paid for the mid-shift crib times at the rates prescribed for the shifts concerned. Such crib times shall be taken at the following times: -

Day Shift - 11.45 a.m. to 12.15 p.m.

Afternoon Shift - 7.45 p.m. to 8.15 p.m.

Night Shift - 3.45 a.m. to 4.15 a.m.

- (b) Employees under this section of the award who are required to work during the crib times prescribed by sub section 6 (a) hereof shall be paid the following rates for such crib times and thereafter until a crib time is allowed or the employee ceases work: -

Monday to Friday

Day Shift - double the ordinary rate.

Afternoon Shift - double the ordinary rate.

Night Shift - treble the ordinary rate.

Saturdays -

All Shifts - treble the ordinary rate.

Sundays and holidays prescribed in sub section 5 hereof

All Shifts - three and a half times the ordinary rate.

7. Before starting waterside work immediately after working a full day or shift of eight hours, employees shall be allowed a paid crib time of thirty minutes, unless the period of waterside work is to be one and a half hours or less.

If, with the approval of the employees concerned, such waterside work is continued for more than one and a half hours without a meal break, payment at the appropriate waterside workers' rates is to be made in lieu of crib.

An employee shall not work for more than five hours without a break for a meal.

8. The foregoing special provisions as to overtime and Sundays and holidays for waterside workers as herein defined are in lieu of the provisions relating to payment for overtime and for work performed on Sundays and holidays prescribed under the general conditions of this award.

## 6. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Apprentices Act 1942, shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$4.70 per week. The exceptions being carpenters and carpentry apprentices (after the first year of employment as such) where such amount shall be not less than \$10.50 per week.

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Provided that such allowance shall not be subject to adjustment when computing payments for shift penalty rates, for weekend or holiday work, for overtime or for any other purpose.

**7. RISDON TRADESMEN'S SPECIAL ALLOWANCE**

In addition to the wage rates and allowances prescribed in Clauses 1, 2, 3, 4, 5 and 6 hereof, employees classified as tradesmen hereunder shall be paid an allowance of \$5.60 per week pro-rata to hours worked.

The allowance is in recognition of the special skill and diversity required to be exercised by Risdon Tradesmen in the performance of their work.

**SECTION II - CLERKS**

**1. BASIC WAGE**

The minimum rate of wage that may be paid by employers to adult employees per week as a basic wage shall be \$108.20.

**2. DISABILITY ALLOWANCE**

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$16.10 per week.

The amount prescribed in this Clause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed in this award.

**3. MARGINS**

In addition to the rates of wages prescribed in Clauses 1 and 2 hereof, the margins set out hereunder shall be the minimum rates payable to adult employees:

	Clerk Skilled Margin Per Week \$	Clerk General Margin Per Week \$
1st Grade		
Years of experience after age 21		
1st year	173.10	150.00
2nd year	182.70	159.00
3rd year	192.70	169.40
4th year	202.40	178.30
5th year	213.50	187.90
6th year and thereafter	223.40	199.20

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2nd Grade

1st year of appointment	233.30	209.40
2nd year of appointment	242.70	220.10
3rd year of appointment	253.50	229.10
4th year of appointment and thereafter	264.30	238.90

3rd Grade

1st year of appointment	273.40	249.60
2nd year of appointment	283.30	259.90
3rd year of appointment	294.00	269.50
4th year of appointment and thereafter	304.40	279.20

Margin Per Week  
\$

Clerk Other

Years of experience after age 21

1st year	142.30
2nd year	148.40
3rd year	155.00
4th year	161.50
5th year	169.30
6th year	176.80
7th year	184.60
8th year	191.80
9th year and thereafter	200.00

Progression to 1st grade is automatic.

Progression to 2nd and 3rd grades at discretion of employer.

Provided that employees classified herein who have passed examinations in an approved course of study, mutually agreed to be of value to the Company shall, when such learning is applied in the normal duties of the employee concerned, be paid the following additional allowances:

\$1.50 per week for each Certificate of Business Studies subject.

\$1.50 per week for each Diploma Course semester unit.

Provided further that this provision shall likewise apply to employees mentioned in Clause 4 hereof.

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Provided however that if the course of study is not proceeded with to completion the allowance so paid in respect of any subjects passed may be discontinued if further subject passes are not gained within any 3 year period and only after consultation with the union.

**4. JUNIOR EMPLOYEES**

The minimum rates of wages in addition to the rate prescribed in Clause 2 hereof that shall be paid to junior employees shall be the undermentioned percentages of the total wage payable for the first year adult service adjusted to the nearest 10 cents.

	Percentage of 1st year adult total rate %
Under 16 years	38.5
16 - 17 years	45.0
17 - 18 years	55.0
18 - 19 years	70.0
19 - 20 years	80.0
20 - 21 years	90.0

The wage rates for Juniors set forth in the above table shall be adjusted on a pro-rata basis on each occasion there is a wage adjustment for adults. Calculation shall be to the nearest 10 cents.

**5. V.D.U. ALLOWANCE**

In addition to the rates herein prescribed, clerical employees working as Computer Operators and Operators of Inforex Data Preparation Terminals, Word Processors and VDU-Computer Consoles, shall be paid an allowance of \$5.70 per week extra.

Other clerical employees as agreed with the Union engaged in timekeeping, purchasing and stores audit duties and who are required to operate VDU equipment on a less than full-time basis, shall be paid \$1.15 per week extra.

The allowances prescribed by this clause shall be paid pro rata to hours worked.

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SECTION III - TECHNICAL GRADES

1. OPERATION

This section shall not apply to persons mainly engaged in the supervision of employees where such employees are outside the coverage of this section of this award.

2. DISABILITY ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee a disability allowance of \$16.10 per week.

The amount prescribed in this clause shall be subject to adjustment in accordance with appropriate penalty rates elsewhere prescribed under this section.

3. RISDON TECHNICAL GRADES ALLOWANCE

In addition to the rates of wages herein prescribed there shall be paid to each employee classified under this section a Risdon Technical Grades Allowance of \$4.90 per week, payable pro rata to hours worked.

This allowance is in recognition of the special circumstances at Risdon which relate to technical grades of employees classified under this section.

4. WAGE RATES

In addition to the amount prescribed in Clauses 2 and 3 hereof, the wage rates set out hereunder shall be the minimum payable to adult employees:

Classification	Total Wage Per Week
	\$
(1) Tracer	
(i) 1st year experience	254.90
(ii) 2nd year of experience and thereafter	265.30
(iii) Leading tracer per week extra	8.70
(2) Tester	
(i) 1st year of experience	274.60
(ii) 2nd year of experience	282.40
(iii) 3rd year of experience	291.50
(iv) thereafter	301.50

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(3) Technical assistant	
Planning assistant	
Detail draughtsman	
(i) 1st year of experience as such	292.90
(ii) 2nd year of experience as such	306.20
(iii) 3rd year of experience as such	314.50
(iv) 4th year of experience as such	333.20
(v) thereafter	348.00
(vi) Leading technical assistant	
Planning assistant	
Detail draughtsman	
per week extra	17.10

Provided that where the employee has been classified in a higher tradesman classification as a toolmaker or patternmaker immediately prior to being classified as a draughtsman-detail, planning assistant, technical assistant, he shall commence on second year of the scale.

Total Wage Per Week  
\$

(4) Technician	
Planning technician	
Senior detail draughtsman	
(i) 1st year of experience	359.50
(ii) 2nd year of experience as such	374.10
(iii) thereafter	389.40
(iv) Leading technician	
Planning technician	
Senior detail draughtsman	
per week extra	19.80

(5) Technical officer Design draughtsman Production planner	
(i) 1st year of service as such	401.30
(ii) 2nd year of experience as such	419.70
(iii) thereafter	442.50
(iv) Leading technical officer	
Design draughtsman	
Production planner	
per week extra	22.20

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#### 5. SHIFT ALLOWANCE

The provisions of Clause 4, Section I of this Part shall also apply to employees in this section.

#### 6. V.D.U. ALLOWANCE

In addition to the rates herein prescribed, Technical Employees working with VDU Equipment shall be paid an allowance of \$5.70 per week extra.

Other Technical Employees as agreed with the Association who are required to operate VDU Equipment on a less than full-time basis, shall be paid \$1.15 per week extra.

A. Robinson  
**DEPUTY PRESIDENT**

12 February 1985