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TASMANIAN INDUSTRIAL COMMISSION

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

**Construction, Forestry, Mining and Energy Union,
Tasmanian Branch**
(T.5343 of 1995)

FURNISHING TRADES AWARD

Wage rates - third and final minimum rates adjustment - operative ffpp 16 February 1995

ORDER BY CONSENT -

No. 2 of 1995

AMEND THE **FURNISHING TRADES AWARD** IN THE FOLLOWING MANNER:

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

"8. WAGE RATES

**DIVISION A1 - PRODUCTION/FURNISHING INDUSTRY
TRADESPERSONS EMPLOYEES**

1. WAGE RATES

(a) An adult employee in the classifications listed (other than an apprentice junior employee or any employee in respect of whom an authority under Section 79 of the Act is in force) shall be paid the weekly wage rate as specified hereunder for the classification level concerned.

Classification	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Production Employee				
Level P1	78	325.40	8.00	333.40
Level P2	82	342.10	8.00	350.10
Level P3	87.4	364.60	8.00	372.60
Level P4	92.4	385.50	8.00	393.50
Furniture Tradesperson				
Level T1	100	417.20	8.00	425.20
Level T2	105	438.10	8.00	446.10
Level T3	115	479.80	8.00	487.80

(b) **PROVIDED** that an employee handling money (as defined) shall be paid the following additional weekly amounts:

	Amount Per Week \$
For any amount handled up to \$20	0.60
Over \$20 but not exceeding \$200	1.10
Over \$200 but not exceeding \$600	2.30
Over \$600 but not exceeding \$1000	3.30
Over \$1000	4.30

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2. APPRENTICES

(a) Junior Apprentices

The minimum weekly wage rate for apprentices shall be the undermentioned percentages of the weekly wage rate for a Furniture Tradesperson Level T1 prescribed in paragraph 1(a) of this division adjusted to the nearest ten cents:

	%
1st year	42
2nd year	55
3rd year	75
4th year	88

PROVIDED that during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

	Operative Dates		
	16/11/94	10/7/95	10/4/96
	\$	\$	\$
1st year	161.80	170.20	178.60
2nd year	211.90	222.90	233.90
3rd year	288.90	303.90	318.90
4th year	347.80	374.20	374.20

(b) Adult Apprentices

The weekly wage rate for adult apprentices shall be the undermentioned percentages of the weekly wage rate for a Furniture Tradesperson Level T1 prescribed in paragraph 1(a) of this Division adjusted to the nearest 10 cents:

	%
First year	83.5
Second year	88
Third year	93
Fourth year	98

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PROVIDED THAT during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

	Operative Dates	
	16/11/94	10/7/95
	\$	\$
1st year	330.10	355.10
2nd year	347.80	374.20
3rd year	367.60	395.50
4th year	387.30	416.70

3. UNAPPRENTICED JUNIORS

The minimum weekly wage rate for an unapprenticed junior shall be the undermentioned percentage of the total weekly wage rate for a Production Employee Level P3, as prescribed in paragraph 1(a) of this Division adjusted to the nearest 10 cents:

Age	%
Under 17	45
17 and under 18 years of age	55
18 and under 19 years of age	65
19 and under 20 years of age	78.5
20 and under 21 years of age	93

PROVIDED THAT during the period associated with the change in the basis of calculating wages from using the sum of the base rate and supplementary payment (Column B) to the weekly wage rate, the following schedule shall apply operative from the first full pay period to commence on or after the following dates:

Age	Operative Dates	
	16/11/94	10/7/95
	\$	\$
Under 17	151.70	159.70
17 and under 18 years of age	185.40	195.20
18 and under 19 years of age	219.10	230.20
19 and under 20 years of age	271.50	286.90
20 and under 21 years of age	321.70	339.10

*NOTE: The third increase has been approved in principle by the Commission but its final approval and incorporation into the award will be subject to further application and hearing in March 1996.

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4. LEADING HANDS

In addition to the rates prescribed in paragraph 1(a) of this Division leading hands shall be paid the following:-

	Amount per Week \$
In charge of not less than 3 and not more than 10 employees	11.00
In charge of more than 10 and not more than 20 employees	19.90
In charge of more than 20 employees	28.50

5. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this Award shall apply.

PROVIDED that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

6. TRAINEE UPHOLSTERY/SEWING MACHINIST OR SOFT FURNISHINGS (AS DEFINED)

The weekly wage payable to a trainee upholstery/sewing machinist or soft furnishings (as defined) shall be determined by multiplying the unapprenticed junior rates as prescribed in subclause 3 of this Clause by 39 which represents the actual weeks spent on the job, and dividing that sum by 52 to provide a weekly wage. Further, 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 twelve month training period.

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DIVISION A2 - GLASS (OTHER THAN SAFETY GLASS)

1. WAGE RATES

(a) Weekly Wage Rate

An adult employee's ordinary weekly wage rate is inclusive of the base rate of pay and the supplementary payments detailed in paragraph (b) herein, together with the excess payments contained in subclause 2 - Excess Payments of this Division.

(b) Adult Employees

An adult employee in the levels listed (other than an apprentice) shall be paid the weekly wage rate and the appropriate excess payment contained in subclause (2) Excess Payments for the specified level.

Level	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
G6	110	458.90	8.00	466.90
G5	105	438.10	8.00	446.10
G4	100	417.20	8.00	425.20
G3	95	396.30	8.00	404.30
G2	90	375.50	8.00	383.50
G1	87	362.90	8.00	370.90

PROVIDED that an employee handling money (as defined) shall be paid the following additional weekly amounts:

	Amount Per Week \$
For any amount handled up to \$20	0.60
Over \$20 but not exceeding \$200	1.10
Over \$200 but not exceeding \$600	2.30
Over \$600 but not exceeding \$1000	3.30
Over \$1000	4.30

2. EXCESS PAYMENTS

(a) Employees shall receive excess payments in accordance with the table set out in paragraph (c) herein. These excess payments shall be added to the weekly wage rate provided for in paragraph 1(b) to provide the total weekly wage rate for all purposes of the award.

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(b) The excess payments in this subclause shall not be subject to adjustment.

(c) Table of Excess Payments

Classification	Excess Payment Per Week \$
Level G4	11.70
Level G3	10.90
Level G2	9.80
Level G1	9.60

3. LEADING HANDS

In addition to the rates prescribed in subclauses (1) and (2) of this Division, leading hands shall be paid per week extra the following:

	Amount Per Week \$
In charge of not less than two and not more than 10 employees	9.40
In charge of more than 10 and not more than 20 employees	16.60
In charge of more than 20 employees	23.70

4. APPRENTICES AND JUNIOR WORKERS

(a) The weekly wage rate for apprentices and junior workers shall be the undermentioned percentages of the appropriate ordinary weekly wage rates prescribed herein adjusted to the nearest 10 cents:

(i) Apprentices

	% of ordinary weekly wage for adults in Level G4	Weekly Wage Rate \$
First	40	174.80
Second	50	218.50
Third	71	310.20
Fourth	85.5	373.50

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(ii) Junior Workers

Age	% of ordinary weekly wage for adults in Level G1	Weekly Wage Rate \$
Under 17	31	118.00
17 and under 18 years of age	43	163.60
18 and under 19 years of age	61	232.10
19 and under 20 years of age	83	315.80
20 and under 21 years of age	100	380.50

(iii) Adult Apprentices

	% of ordinary weekly wage for adults in Level G4	Weekly Wage Rate \$
First	83.5	364.80
Second	88	384.50
Third	93	406.30
Fourth	98	428.20

An adult apprentice shall be entitled to a tradesman's rate of pay within six months of successfully completing the formal training modules.

5. CLASSIFICATION STRUCTURE - TRANSLATION

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this Award shall apply.

PROVIDED that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

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DIVISION B - CLERICAL EMPLOYEES

1. WAGE RATES

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

Classification	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Clerk Adult				
Entry Level	78	325.40	8.00	333.40
Clerical Assistant				
Grade 1	90	375.50	8.00	383.50
Clerical Officer				
Grade 2	95	396.30	8.00	404.30
Grade 3	100	417.20	8.00	425.20
Grade 4	105	438.10	8.00	446.10
Administrative Officer				
Grade 5	110	458.90	8.00	466.90
Grade 6	115	479.80	8.00	487.80
Grade 7	120	500.60	8.00	508.60

2. JUNIOR EMPLOYEES

(a) Junior Employee Clerks

The minimum weekly wage rate that may be paid to juniors performing duties consistent with the definition of Clerical Assistant shall be the undermentioned percentages of the Grade 1 weekly wage rate, adjusted to the nearest 10 cents.

Age	Percentage of Grade 1 (\$383.50) %	Weekly Wage Rate \$
Under 16 years of age	40	153.40
16 to 17 years of age	45	172.60
17 to 18 years of age	55	210.90
18 to 19 years of age	70	268.50
19 to 20 years of age	80	306.80
20 to 21 years of age	90	345.20

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(b) Other Junior Clerical/Administrative Employees

The minimum weekly wages rates that shall be paid to all other juniors shall be the undermentioned percentages of the Grade 2 weekly wage rate, adjusted to the nearest 10 cents.

Age	Percentage of Grade 2 (\$404.30) %	Weekly Wage Rate \$
Under 16 years of age	40	161.70
16 to 17 years of age	45	181.90
17 to 18 years of age	55	222.40
18 to 19 years of age	70	283.00
19 to 20 years of age	80	323.40
20 to 21 years of age	90	363.90

3. 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 wage rate for a junior employee as prescribed in subclause 2 - Junior Employees of this division then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job).

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 the Trainee Clerk (as defined) weekly wage rate shall be calculated in multiples of ten cents with any result of five cents or more being taken to the next ten cents.

4. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

PROVIDED that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process.

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DIVISION C - DRIVERS

1. WAGE RATES

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

Classification	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Driver				
Driving motor vehicles up to but not exceeding 4.5 tonnes GVM	87.4	364.60	8.00	372.60
Driving motor vehicles exceeding 4.5 tonnes GVM but not exceeding 15 tonnes GVM	92.4	385.50	8.00	393.50

PROVIDED that an employee handling money (as defined) shall be paid the following additional weekly amounts:

	Amount Per Week \$
For any amount handled up to \$20	0.60
Over \$20 but not exceeding \$200	1.10
Over \$200 but not exceeding \$600	2.30
Over \$600 but not exceeding \$1000	3.30
Over \$1000	4.30

2. JUNIOR EMPLOYEES

Junior employees required to drive vehicles as provided for in this award shall be paid the following percentage of the appropriate adult weekly wage rate adjusted to the nearest 10 cents.

Age	%
Under 19 years of age	70
19 and under 20 years of age	80
20 years and over	Adult rate

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PROVIDED that the relevant percentage of the \$8.00 Arbitrated Safety Net Adjustment 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 17 March 1994.

3. CLASSIFICATION STRUCTURE - TRANSLATION SCHEDULE

For the purposes of identifying an employee's new classification in accordance with the creation of the broadbanded classification structure, the schedule at Appendix A to this award shall apply.

PROVIDED that any employee covered by this award who, prior to this award coming into force was in receipt of total ordinary weekly wage rates in excess of those herein prescribed shall not have their weekly wage rate reduced as a result of the making of this award and/or the translation process."

OPERATIVE DATE

The foregoing amendments shall come into force from the beginning of the first full pay period to commence on or after 16 February 1995.

A. Robinson
DEPUTY PRESIDENT

11 May 1995