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TASMANIAN INDUSTRIAL COMMISSION

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

**The AWU-FIME Amalgamated Union,
Tasmania Branch**
(T.5612 of 1995)

FARMING AND FRUIT GROWING AWARD

COMMISSIONER R K GOZZI

1 March 1994

Award variation - second \$8.00 safety net adjustment

ORDER - No. 2 of 1995

AMEND THE **FARMING AND FRUIT GROWING AWARD** IN THE FOLLOWING MANNER:

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

"8. WAGE RATES

1. ADULT EMPLOYEES

(a) Adult employees in a classification level hereunder mentioned shall be paid the weekly wage rate appearing opposite that classification.

No.	Classification	Base Rate Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
1.	Farm and/or Orchard Hand Level 1 (as defined)	78	325.50	16.00	341.50
2.	Farm and/or Orchard Hand Level 2 (as defined)	84	350.50	16.00	366.50
3.	Farm and/or Orchard Hand Level 3 (as defined)	90	375.50	16.00	391.50
4.	Mechanical Plant Operator Level 1 (as defined)	90	375.50	16.00	391.50
5.	Mechanical Plant Operator Level 2 (as defined)	95	396.30	16.00	412.30
6.	Farm and/or Orchard Hand Level 4 (as defined)	100	417.20	16.00	433.20

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2. APPRENTICES

The minimum weekly wage rate that may be paid to apprentices shall be the undermentioned percentage of the weekly wage rate payable to Farm and/or Orchard Hand - Level 4 (as defined):

	%	Weekly Wage Rate (\$433.20) \$
1st year	42	181.90
2nd year	55	238.30
3rd year	75	324.90
4th year	88	381.20

3. JUNIOR EMPLOYEES

The minimum weekly wage rate that may be paid to unapprenticed junior employees shall be the undermentioned percentage of the weekly wage rate for the classification Farm and/or Orchard Hand - Level 1 (as defined):

	Percentage of Adult Wage %	Weekly Wage Rate (\$341.50) \$
Under 16 years of age	55	187.80
16 to 17 years of age	65	222.00
17 to 18 years of age	75	256.10
18 to 19 years of age	85	290.30
19 to 20 years of age	95	324.40
20 years of age and over	100	341.50

4. LEADING HANDS

In addition to the wage rates prescribed in subclauses 1 and 2 of this clause, Leading Hands shall receive the following additional amounts per week:

A Leading Hand is a person:

- (a) in charge of 2 to 6 employees \$12.50 extra
- (b) in charge of 7 to 10 employees \$14.30 extra
- (c) in charge of 11 to 19 employees \$17.70 extra
- (d) in charge of 20 or more employees \$23.30 extra

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5. PIECE WORK

- (a) Full-time employees (as defined) and/or casual employees (as defined) may be required by the employer to work on piece-work rates.

PROVIDED that where an employer so requires an employee to work on piece-work rates then that employee shall earn at least 12 1/2% more than the hourly equivalent for an employee classified as Farm and/or Orchard Hand Level 2 (as defined).

- (b) Where the employer and employee agree to work on piece-work rates then the rate may be fixed by agreement."

2. Delete Clause 9 - Allowances and insert in lieu thereof the following:

"9. ALLOWANCES

- (a) Tool Allowance

All employees engaged in work that is normally undertaken as part of a trade under the Industrial and Commercial Training Act 1985 shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$8.80 per week.

PROVIDED that such allowance shall not be included when computing payments for shift penalty rates, weekend or holiday work, overtime or for any other purpose.

- (b) Meal Allowance

An employee who is required to work overtime for one and a half hours or more without being notified the previous day shall either be supplied with a meal by the employer or be paid a meal allowance of \$4.90.

- (c) Motor Cycle Allowance

Where an employer requires an employee to use his/her own motor cycle during the course of employment than an allowance of \$1.90 per day shall be paid by the employer as well as fuel supplied.

- (d) Travelling Time Allowance

An employee who on any day or from day to day is required to work away from the usual workplace shall, at the direction of the employer, present for work at such workplace at the usual starting time; but all time reasonably spent in reaching and returning from such workplace (in excess of the time normally spent travelling to and from the usual workplace) shall be paid travelling time payment at ordinary rates of pay.

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(e) Kilometreage Allowance

Where an employee is required by the employer to use his/her own motor vehicle for the purpose of the employer's business, then the employee will be paid 31 cents per kilometre travelled, with a minimum of \$4.50 per day.

(f) First Aid Allowance

A full-time employee (as defined) holding first aid qualifications from the Red Cross Society, St John Ambulance or similar body and appointed by the employer to perform first aid duties shall receive in addition to his/her wages an allowance of \$1.30 per day.

(g) Special Rates

Employees who are engaged in spraying, sowing or spreading of fertilisers, handling of chemicals, or threshing or cleaning seeds indoors shall be provided, by the employer, with protective clothing (including where necessary, respirators and/or goggles), and be paid 34 cents per hour extra while so engaged with a minimum payment as for 4 hours on any one day."

OPERATIVE DATE

This order shall commence operation from the first full pay period commencing on or after 26 July 1995.

R K Gozzi
COMMISSIONER

14 August 1995