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**TASMANIAN INDUSTRIAL COMMISSION**

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

**Australian Liquor, Hospitality and Miscellaneous Workers Union - Tasmanian Branch**

(T9245 of 2000)

Aerated Waters Award  
Automotive Industries Award  
Baking Industry Award  
Cleaning and Property Services Award  
Fibreglass and Plastics Award  
Furnishing Trades Award  
Health and Fitness Centres Award  
Hotels, Resorts, Hospitality and Motels Award  
Ice Cream Makers Award  
Independent Schools (Non Teaching Staff) Award  
Laundry and Dry Cleaning Award  
Leather, Canvas and Sheet Plastic Fabrication Award  
Licensed Clubs Award  
Miscellaneous Workers Award  
Restaurant Keepers Award  
Retail Trades Award  
Security Industry Award  
Shipping Award  
Veterinary Services Award  
Wholesale Plant Bakeries Award

**Australian Municipal, Administrative, Clerical and Services Union**

(T9248 of 2000)

Barristers and Solicitors Award  
Broadcasting and Television Award  
Clerical and Administrative Employees (Private Sector) Award  
Community Services Award  
Disability Service Providers Award  
Estate Agents Award  
Fuel Merchants Award  
Insurance Award  
Marine Boards Award  
Medical Practitioners (Private Sector) Award  
Photographic Industry Award  
Public Accountants Award  
Softgoods Award  
Textile Award  
Totalizator Agency Award  
Wholesale Trades Award

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**Shop, Distributive and Allied Employees Association, Tasmanian Branch**  
(T9251 of 2000]

Automotive Industries Award  
Bootmakers Award  
Hairdressers Award  
Insurance Award  
Retail Pharmacy Award  
Retail Trades Award  
Timber Merchants Award  
Wholesale Trades Award

**The Australian Workers' Union, Tasmania Branch**  
(T9275 of 2000)

Australian Cement Holdings Enterprise Award  
Automotive Industries Award  
Bootmakers Award  
Butter and Cheesemakers Award  
Clay and Mud Products Award  
Concrete Products Award  
Civil Construction and Maintenance Award  
Dairy Processing Award  
Farming and Fruit Growing Award  
Fish Aquaculture and Marine Products Award  
Horticulturists Award  
Leather, Canvas and Sheet Plastic Fabrication Award  
Meat Processing Award  
Metal and Engineering Industry Award  
Monumental Masons Award  
Optical Industries Award  
Pasminco Hobart Smelter Enterprise Award  
Pasminco (Rosebery) Mining Award  
Plant Nurseries Award  
Produce Award  
Public Vehicles Award  
Quarrymens Award  
Rubber Trades Award  
Shellfish Industry Award  
Timber Merchants Award  
Wireworking Award

**The Australasian Meat Industry Employees Union, Tasmanian Branch**  
(T9278 of 2000)

Meat Retailing Award

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FULL BENCH:  
DEPUTY PRESIDENT R J WATLING  
COMMISSIONER P A IMLACH  
COMMISSIONER T J ABEY

Award variation - nominated private sector awards - meal allowance - increase to reflect CPI movements - applications granted - operative ffpp 23 November 2000

## **MEAT PROCESSING INDUSTRY AWARD**

**ORDER BY CONSENT**

**No. 4 of 2000**

THE **MEAT PROCESSING INDUSTRY AWARD** IS VARIED IN THE FOLLOWING MANNER:

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By deleting Clause 9 - ALLOWANCES, and inserting in lieu thereof the following:

## **"9. ALLOWANCES**

### **Drivers**

A smallgoods seller who operates a refrigerated vehicle shall be paid per week an extra \$3.70.

Motor, drawing trailer \$1.70 per day extra.

Further additional amount for employee carting specially offensive material - \$2.70 per week extra.

Further additional amount for driver who loads and/or unloads carcasses - \$2.20 per week extra.

### **Driver's Licence**

If an employee employed in any of the classifications in respect of which this award is made uses the employee's driver's licence exclusively in the business of driving any class or type of motor vehicle in respect of which such employee is required to hold a licence, the employee's licence fee shall be paid by the employer at the time of the employee taking annual leave.

### **First Aid**

The employer shall provide and maintain a sufficient first aid box for injured employees. Such first aid box shall be to the satisfaction of the Tasmanian Industrial Commission.

An employee who holds current first aid qualifications from St. John Ambulance or similar body, and who is appointed by the employer to perform first aid duty shall be paid \$1.30 per day extra.

### **Freezers**

An employee required to work in temperatures:

- (a) from -2 to -16 degrees C., shall be paid per hour extra 14 cents
- (b) from -16 to -18 degrees C., shall be paid per hour extra 36 cents
- (c) from -18 to -21 degrees C., shall be paid per hour extra 47 cents
- (d) in excess of -21 degrees C., shall be paid per hour extra 65 cents

**PROVIDED** that employees engaged in the sawing and packing of frozen meat cuts shall be paid per hour, whilst so engaged 38 cents.

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### **Incidental Expenses**

Where an employee is involved in meeting the cost of fares, accommodation or other expenses incurred as a result of attending for work to which the employee is directed by the employer, the employee shall be reimbursed for all expenses reasonably incurred.

When required to use the employee's own vehicle, the employee shall be paid an allowance of 38 cents per kilometre.

### **Leading Hands**

Leading hands not otherwise provided for:

In charge of 3 to 10 employees	-	\$17.60 per week extra.
In charge of 10 to 20 employees	-	\$25.90 per week extra.
In charge of 20 or more employees	-	\$33.50 per week extra.

### **Maintenance**

Employees classified in item 3 hereof who are holders of an 'A' Grade licence shall be paid an additional allowance of \$11.60 per week.

A licence nominee shall be paid an allowance of \$32.50 per week in addition to the weekly wage.

### **Meals**

An employee (other than an employee employed in an abattoir) who is required overtime for more than one and one half hours without being notified the previous day shall either be supplied with a meal by the employer or be paid a meal allowance of \$10.40.

### **Other Allowances**

In addition to the rates prescribed above, to compensate for the disabilities of the industry not otherwise provided for in this award, employees shall be paid an allowance of :

- (i) \$12.90 per week when engaged upon construction work, and
- (ii) \$6.50 per week when engaged upon maintenance work.

An employee engaged on work of cleaning or scraping any boiler, flue or economiser shall whilst so employed be paid an additional amount per hour to the employee's ordinary or overtime pay of \$1.05.

### **Penalty Rates For Slaughtering**

- (a) Treble rates shall be payable for diseased sheep, lambs, cattle and pigs which are condemned by the Meat Inspector for tuberculosis or for diseases contagious to human beings.

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Any dispute arising out of this subclause shall be referred to the Stock Inspector for adjudication and his decision shall be final and binding on the employer and the employees.

- (b) Cattle that have to be carted in or dragged to the killing floor shall be paid for at time and a half or rate and a half.
- (c) If, in the opinion of the Superintendent or the Superintendent's nominee, sheep are unreasonably dirty or objectionable, payment shall be made at double rates.
- (d) Double woolled sheep (ie.) sheep which have in excess of 18 months wool) payment shall be made at double rate.
- (e) For solo slaughtering sheep weighing from 29.00kg to 40.75kg dressed weight shall be paid for at rate and a half.
- (f) Sheep weighing over 40.75kg shall be paid for at double rates.
- (g) Rams weighing 40.75kg and over dressed weight shall be paid for at treble rates.
- (h) Any employee other than a slaughterer who is required to cut and handle any stock condemned by a veterinary officer or meat inspector for tuberculosis or for diseases contagious to human beings shall be paid the following penalty rates:

57 cents per head for pigs, sheep and calves and \$1.14 per head for cattle.

### **Saving Serum and Skinning Slink**

An employee required to perform the task or tasks of saving foetal calf serum or skinning slinks shall in addition to the employee's normal rate of pay prescribed by this award be paid as a penalty payment for each hour or part thereof the employee is engaged on either or both of such tasks an amount of \$1.00.

### **Tools of Trade**

All employees (other than pieceworkers) engaged in classifications that are proclaimed as trades under the *Vocational Education and Training Act, 1994* shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$9.00 per week.

Pieceworkers shall supply their own tools of trades.

An Employer shall provide each apprentice with such tools as are customarily used in the trade, such tools to remain the property of the employer.

Employees (including juniors) other than those mentioned above shall be supplied with all tools and equipment or be paid an allowance of \$1.00 per week.

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**PROVIDED** that such allowances shall not be subject to adjustment when computing payments for shifts penalty rates, for weekend or holiday work, for overtime or for any other purpose.

### **Travelling**

When an employee uses the employee's own motor vehicle at the request of the employer the employer shall be paid an allowance of 38 cents per kilometre travelled in the course of the employee's duties.

### **FOLLOW-ON LABOUR SLAUGHTERER SECTION**

The rates to be paid to follow-on labour for overs shall be 10 cents for sheep and lambs and 48 cents for cattle or calf equivalents:

#### Weight for calf equivalents

22.75 kg and under	11 cents
22.76 kg to 36.25 kg	11 cents
36.26 kg to 54.5 kg	16 cents
54.6 kg to 113.5 kg	28 cents

Payment for overs shall be made to follow-on labour for cattle, sheep and lambs processed by slaughterer in excess of the prescribed weekly tallies.

That an additional payment of 16 cents per head be paid to follow-on labour employed in the Pig Slaughtering Section for all pigs processed in excess of 200 per week per slaughterer. In the calculation of the number processed on any week each pig shall be counted as one unit irrespective of weight and type."

### **OPERATIVE DATE**

This variation shall come into operation from the first full pay period to commence on or after 23 November 2000.

RJ Watling  
**DEPUTY PRESIDENT**

24 November 2000