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**TASMANIAN INDUSTRIAL COMMISSION**

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

**Australian Municipal, Administrative, Clerical and Services Union**  
(T5584 of 1995)

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

**BUTTER AND CHEESEMAKERS AWARD**

FULL BENCH:  
COMMISSIONER R K GOZZI  
COMMISSIONER R J WATLING  
COMMISSIONER P A IMLACH

Award variation - second \$8 safety net adjustment

**ORDER BY CONSENT –**

**No. 1 of 1995**

AMEND THE **BUTTER AND CHEESEMAKERS 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**

**DIVISION A – EMPLOYEES OTHER THAN CLERKS**

**1. MANUFACTURER OF BUTTER, CHEESE, CASEIN AND POWDERED MILK**

- (a) An adult employee in a classification hereunder mentioned shall be paid the weekly wage rate appearing opposite that classification.

	Base Rate	Supple- mentary Payment	Weekly Wage Rate
	\$	\$	\$
GROUP 1			
Milk or Cream Grader and Tester, Butter and Cheesemakers, Standardisers, Whey Plant Standardiser, Laboratory Technician	326.80	16.00	342.80
GROUP 2			
Evaporator, Pasteuriser, Separator, Spray Drying, Casein Maker, Roller Dyer, Starter Maker, Assistant Cheesemaker, Cutter Head, Mill and Salter	311.60	16.00	327.60
GROUP 3			
Fork Lift Operator	307.70	16.00	323.70
GROUP 4			
Vacuum Wrapping Machine, Weighing Machine	303.80	16.00	319.80
GROUP 5			
Assistant Operators, General Hands	298.40	16.00	314.40

**PROVIDED** that:

- (i) employees at the Edith Creek Factory of United Milk Tasmania Ltd., who are the holders of a Boiler Certificate shall be paid 60 cents per week extra;
- (ii) an employee who is a holder of a Butter Making Certificate, Dairy Operative's Certificate and the Combined Milk Tester's and Cream Tester's Certificate,

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Cream Grader's Certificate or Milk Grader's Certificate and who is not employed as such, shall be paid an additional and total amount of \$6.10 per week;

- (iii) an employee who is a holder of a Buttermaker's Certificate, Cheesemaker's Certificate, and the Combined Milk Tester's and Cream Tester's Certificate, Cream Grader's Certificate or Milk Grader's Certificate and is employed as such shall be paid an additional and total amount of \$12.40 per week. This allowance shall be paid in lieu of the allowance prescribed in paragraph (ii) above.

2. JUNIOR EMPLOYEES - MANUFACTURER- OF BUTTER, CHEESE, CASEIN AND POWDERED MILK

**'Junior worker'** means any employee not in receipt of an adult wage rate whose duties are determined between the relevant Company and the Australian Workers' Union.

**Wage Rates** - The minimum rates of wages that may be paid to junior workers shall be the undermentioned percentages of the total wage prescribed in this Division, in subclause 1. Manufacturer of Butter, Cheese, Casein and Powdered Milk, Group 5.

	%	Amount Per Week \$
Under 17 years	60	188.60
17 to 18 years	75	235.80
18 to 19 years	85	267.20
19 and over	Adult Rate	314.40

Wage rates in this subclause shall be calculated to the nearest 10 cents.

3. ENGINE DRIVERS AND FIREMEN

- (a) The weekly wage rate set out hereunder shall be the weekly wage rate payable to adult employees classified herein.

	Base Rate \$	Supple- mentary Payment \$	Weekly Wage Rate \$
(i) Stationary engine driver in charge of refrigerating compressors of capacity of 25 tonnes or less	310.00	16.00	326.00
(ii) Stationary engine driver in charge of refrigeration compressors of capacity over 25 tonnes	319.10	16.00	335.10

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- (iii) Leading driver in charge of plant, a payment to be made of \$15.90 in addition to the rate prescribed according to capacity of equipment
- (iv) Fireman –
  - (i) In charge of one boiler 290.90 16.00 306.90
  - (ii) In charge of two or more boilers 296.70 16.00 312.70
- (v) An employee engaged on the work of cleaning or scraping any boiler, flue or economiser shall whilst so employed be paid an additional 91 cents per hour to his ordinary or overtime pay.

#### 4. CARTERS AND DRIVERS

The wage rates set out hereunder shall be the rates payable to adult employees classified herein.

	Base Rate	Supple- mentary Payment	Weekly Wage Rate
	\$	\$	\$
(a) Employee driving motor vehicle having maker's capacity of -			
1.2 tonnes or less	322.00	16.00	338.00
Over 1.2 tonnes but not over 3 tonnes	325.70	16.00	341.70
Over 3 tonnes but under 6 tonnes	330.30	16.00	346.30
6 tonnes and over but under 7 tonnes	331.00	16.00	347.00
7 tonnes and over but under 8 tonnes	331.80	16.00	347.80
8 tonnes and over but under 9 tonnes	332.50	16.00	348.50
9 tonnes and over but under 10 tonnes	333.30	16.00	349.30
10 tonnes and over but under 11 tonnes	334.20	16.00	350.20
(b) Employee driving articulated vehicle having maker's capacity of -			
Under 9 tonnes	337.00	16.00	353.00
9 tonnes and over but under 10 tonnes	337.90	16.00	353.90
10 tonnes and over but under 11 tonnes	338.30	16.00	354.30
11 tonnes and over but under 12 tonnes	339.20	16.00	355.20
12 tonnes and over but under 13 tonnes	340.40	16.00	356.40
13 tonnes and over but under 14 tonnes	340.90	16.00	356.90
14 tonnes and over but under 15 tonnes	341.90	16.00	357.90
15 tonnes and over but under 16 tonnes	342.30	16.00	358.30
16 tonnes and over but under 17 tonnes	342.80	16.00	358.80
17 tonnes and over but under 18 tonnes	344.30	16.00	360.30

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18 tonnes and over but under 19 tonnes	344.70	16.00	360.70
19 tonnes and over but under 20 tonnes	345.60	16.00	361.60
20 tonnes and over but under 21 tonnes	346.10	16.00	362.10
Motor driver's assistant, and yardman	307.30	16.00	323.30

#### 5. JUNIORS - CARTERS AND DRIVERS

The minimum rate of wages to be paid per week to junior employees shall be the undermentioned percentages of the appropriate adult rate for the class of work performed:

	%
18 and under 19 years	70
19 and under 20 years	80
20 years and over	100

#### 6. LEADING HANDS

In addition to the wage rates prescribed in subclause 1 - Manufacturer of Butter, Cheese, Casein and Powdered Milk, subclause 3 - Engine Drivers and Fireman and subclause 4 - Carters and Drivers of this Division, leading hands shall receive the following additional amounts per week:

	Amount Per Week \$
(a) In charge of 3 to 10 employees	9.20
(b) In charge of 11 to 20 employees	18.80
(c) In charge of 21 or more employees	27.50

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## **DIVISION B - CLERKS**

### 1. WAGE RATES

(a) Except as prescribed in this Division in subclause 2 - Juniors, (b) Proviso, adult employees of a classification hereunder mentioned shall be paid the wage rate assigned opposite that classification.

	Base Rate  \$	Supple- mentary Payment  \$	Weekly Wage Rate  \$
(i) First year's adult experience	279.40	16.00	295.40
Second year's adult experience	300.00	16.00	316.00
Third year's adult experience & thereafter	326.50	16.00	342.50
 (ii) An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	 435.80	 16.00	 451.80
 (iii) A clerk who is in charge of and responsible for the work of -			
(1) 5 or more employees	385.70	16.00	401.70
(2) 3 or 4 employees	370.30	16.00	386.30
(3) 2 employees	360.10	16.00	376.10

**'Employees'** in (iii) above shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

### 2. JUNIORS

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the second year adult rate adjusted to the nearest ten cents.

	Percentage of Second Year Adult Rate %	Amount Per Week \$
(a) Under 16 years of age	40	126.40
16 to 17 years of age	45	142.20
17 to 18 years of age	55	173.80
18 to 19 years of age	70	221.20
19 to 20 years of age	80	252.80
20 to 21 years of age	90	284.40

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(b) Proviso

When determining the margin payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or groups of trades in respect of which Awards of the Tasmanian Industrial Commission are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(c) Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount per Week
	\$
Under 16 years of age	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.50
19 to 20 years of age	1.90
20 to 21 years of age	2.00
21 years of age and over	2.60

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 clerk as prescribed in subclause 2 of this division then multiplying it by 39 and dividing it by 52.

**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 trainee clerk (as defined) wage rate shall be calculated in multiples of 10 cents with any result of five cents or more being taken to the next 10 cents."

**2. Delete from Clause 33 - SPECIAL RATES, the amount of "83 cents" appearing therein and insert in lieu thereof "85 cents".**

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**OPERATIVE DATE**

The foregoing variations shall come into effect from the beginning of the first full pay period commencing on or after 26 July 1995.

F.D. Westwood  
**PRESIDENT**

4 August 1995