TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T No. 99 of 1985

IN THE MATTER OF AN APPLICATION BY THE TASMANIAN TRADES AND LABOR COUNCIL TO VARY SALARIES AND ALLOWANCES IN NOMINATED PUBLIC AND PRIVATE SECTOR AWARDS IN ACCORDANCE WITH THE NATIONAL WAGE CASE DECISION OF 3 APRIL 1985

ORDER BY CONSENT:

PART I – WAGE RATES

AMENDMENT NO. 1 OF 1985

AMEND THE AWARD OF THE BUTTER AND CHEESEMAKERS INDUSTRIAL BOARD by deleting PART I - WAGE RATES and inserting in lieu thereof the following:
BUTTER AND CHEESEMAKERS AWARD

Established in respect of the industry of a manufacturer of -

(a) butter;
(b) cheese;
(c) casein; or
(d) powdered milk

Operative Date: As from the beginning of the first pay period commencing on or after 6 April, 1985.

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SECTION I - EMPLOYEES OTHER THAN CLERKS

Clause No.

1. Basic Wage
2. Margins
3. Leading Hands

SECTION II - CLERKS

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2. Margins
3. Juniors
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. MARGINS

In addition to the basic wage prescribed in Clause 1 hereof, employees of the classification hereunder mentioned shall be paid the amounts assigned opposite that classification:

Division A - Manufacturer of Butter, Cheese, Casein and Powdered Milk

<table>
<thead>
<tr>
<th>Margin</th>
<th>Per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
</tr>
</tbody>
</table>

(a) Milk Receipt

(1) Milk or Cream Grader 158.90
(2) Milk or Cream Tester 156.60
(3) Evaporator Operator 145.00
(4) Vacreator Deodoriser UHT Cream Pasteuriser or Pasteuriser Operator 145.00
(5) Separator and/or Clarifier Operator including Whey Separator 145.00

(b) Casein Making, Milk Dryer

(6) Spray Drier Operator 145.00
(7) Casein Maker 145.00
(8) Roller Dryer Operator 145.00
(9) Assistant to Spray-dryer Operator 132.90
(10) Assistant to Casein Maker and or Casein Mill Hand or Dryer Attendant 132.90
(11) Assistant to Roller Dryer Operator 132.90

(c) Butter Section

(12) Buttermaker 158.90
(13) Packer and General Hand 132.90
(14) Operator of Automatic Butter Printing Machine 132.90

P012
(d) Cheese Section

(15) Cheesemaker 158.90
(16) Standardiser 158.90
(17) Starter Maker 145.00
(18) Assistant Cheesemaker 145.00
(19) Strainer Vat Operator 145.00
(20) Lactomatic Operator 145.00
(21) Cutter Head Operator 145.00
(22) Mill and Salter 145.00
(23) Press Operator (Large Hoops) 145.00
(24) Vacuum Wrapping Machine Operator 137.90
(25) Spotter and Weigher 137.90
(26) Recorder (Hot Press) 137.90
(27) Wrapper 132.90
(28) Press Room Hand 132.90
(29) Cheese Racker, Turner, Washer 132.90

(e) General Section

(30) Fork Lift Operator 137.90
(31) Operator or Weighing Machine 137.90
(32) Operator of Filling Machine 137.90
(33) Can Washer 132.90
(34) Wirehooper, Packer or Storeman 132.90
(35) C.I.P. Operator 132.90
(36) All other adult males 132.90
(37) U.F.R.O. (Ultra - Filtration and Reverse Osmosis) 158.90
(38) Crane Operator 145.00
(39) Haysen Operator 145.00
(40) Laboratory Technician 158.90
(41) Laboratory General Hand 132.90

Provided that:

(i) employees at the Edith Creek Factory of United Milk Products Ltd., who are the holders of a Boiler Certificate shall be paid 55¢ per week extra.

(ii) An employee who is a holder of a grader's, tester's or butter maker's certificate and who is not employed as such shall be paid an additional $5.50 per week.

(iii) An employee who is a holder of an approved milk graders and testers, cream graders and testers, cheesemakers or buttermakers certificate and is employed as such shall be paid an additional $11.10 per week. This allowance shall be in lieu of the allowance prescribed in paragraph (ii) hereof.
Division B - Junior Employees

'Junior worker' means any employee not in receipt of an adult wage rate who performs any of the following work:

- Patting, wrapping, stamping, weighing or branding butter or cheese;
- Blending or re-packing cheese;
- Filling or cleaning cheese jars or moulds; Filling or emptying casein trays;
- Filling or drying casein in tunnels; Filling casein into bags;
- Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning or sterilising tins, cartons or bottles;
- Stamping, branding, lining or nailing up boxes or shooks;
- Stamping, branding, tins; cartons, cases, bottles or labels;
- Handling empty tins, cases, cans, crates, jars, moulds, or boxes; Feeding or assisting on machines;
- Feeding or taking away from automatic machines, or washing up; Maturing Cheeses;
- Packaging.

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 Item 34, Division A, Clause 2 of this section.

<table>
<thead>
<tr>
<th>%</th>
<th>Under 17 years</th>
<th>17 to 18 years</th>
<th>18 to 19 years</th>
<th>19 and over</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>60</td>
<td>75</td>
<td>85</td>
<td>Adult Rate</td>
</tr>
</tbody>
</table>

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

Division C - Engine Drivers and Firemen

<table>
<thead>
<tr>
<th>Margin Per Week</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>143.60</td>
</tr>
<tr>
<td>1.</td>
<td>Stationary engine driver in charge of refrigerating compressors of capacity of 25 tonnes or less</td>
</tr>
<tr>
<td></td>
<td>151.90</td>
</tr>
<tr>
<td>2.</td>
<td>Stationary engine driver in charge of refrigeration compressors of capacity over 25 tonnes</td>
</tr>
</tbody>
</table>
3. Leading driver in charge of plant, a payment to be made of $14.50 in addition to the rate prescribed according to capacity of equipment.

4. Fireman -
   (a) In charge of one boiler 126.10
   (b) In charge of two or more boilers 131.40

5. An employee engaged on the work of cleaning or scraping any boiler, flue or economiser shall whilst so employed be paid an additional 83¢ per hour to his ordinary or overtime pay.

### Division D - Carters and Drivers

Employee driving motor vehicle having maker's capacity of -

<table>
<thead>
<tr>
<th>Capacity</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2 tonnes or less</td>
<td>154.50</td>
</tr>
<tr>
<td>Over 1.2 tonnes but not over 3 tonnes</td>
<td>157.90</td>
</tr>
<tr>
<td>Over 3 tonnes but under 6 tonnes</td>
<td>162.00</td>
</tr>
<tr>
<td>6 tonnes and over, but under 7 tonnes</td>
<td>162.70</td>
</tr>
<tr>
<td>7 tonnes and over, but under 8 tonnes</td>
<td>163.50</td>
</tr>
<tr>
<td>8 tonnes and over, but under 9 tonnes</td>
<td>164.20</td>
</tr>
<tr>
<td>9 tonnes and over, but under 10 tonnes</td>
<td>164.80</td>
</tr>
<tr>
<td>10 tonnes and over, but under 11 tonnes</td>
<td>165.70</td>
</tr>
</tbody>
</table>

Employees driving articulated vehicle having maker's capacity of -

<table>
<thead>
<tr>
<th>Capacity</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 9 tonnes</td>
<td>168.20</td>
</tr>
<tr>
<td>9 tonnes and over but under 10 tonnes</td>
<td>169.10</td>
</tr>
<tr>
<td>10 tonnes and over but under 11 tonnes</td>
<td>169.50</td>
</tr>
<tr>
<td>11 tonnes and over but under 12 tonnes</td>
<td>170.20</td>
</tr>
<tr>
<td>12 tonnes and over but under 13 tonnes</td>
<td>171.30</td>
</tr>
<tr>
<td>13 tonnes and over but under 14 tonnes</td>
<td>171.80</td>
</tr>
<tr>
<td>14 tonnes and over but under 15 tonnes</td>
<td>172.70</td>
</tr>
<tr>
<td>15 tonnes and over but under 16 tonnes</td>
<td>173.10</td>
</tr>
<tr>
<td>16 tonnes and over but under 17 tonnes</td>
<td>173.60</td>
</tr>
<tr>
<td>17 tonnes and over but under 18 tonnes</td>
<td>174.90</td>
</tr>
<tr>
<td>18 tonnes and over but under 19 tonnes</td>
<td>175.20</td>
</tr>
<tr>
<td>19 tonnes and over but under 20 tonnes</td>
<td>176.10</td>
</tr>
<tr>
<td>20 tonnes and over but under 21 tonnes</td>
<td>176.60</td>
</tr>
<tr>
<td>Motor drivers assistant, and yardman</td>
<td>141.00</td>
</tr>
</tbody>
</table>
Wages for Juniors

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:

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 and under 19 years of age</td>
<td>70</td>
</tr>
<tr>
<td>19 and under 20 years of age</td>
<td>80</td>
</tr>
<tr>
<td>20 years of age and over</td>
<td>100</td>
</tr>
</tbody>
</table>

3. LEADING HANDS

In addition to the wage rates prescribed in Clauses 1 (Basic Wage) and 2 (Margins) of this Section, Leading Hands (as defined) shall receive the following additional amounts per week:

<table>
<thead>
<tr>
<th>Amount Per Week</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) In charge of 3 to 10 employees</td>
<td>7.90</td>
</tr>
<tr>
<td>(ii) In charge of 11 to 20 employees</td>
<td>16.50</td>
</tr>
<tr>
<td>(iii) In charge of 21 or more employees</td>
<td>23.90</td>
</tr>
</tbody>
</table>

SECTION II - CLERKS

1. BASIC WAGE

The provisions relating to the basic wage in Clause 1, Section I, hereof shall also apply to this Section.

2. MARGINS

Except as prescribed in sub-clause (b) Clause 3 hereof, adult employees of a classification hereunder mentioned shall, in addition to the basic wage prescribed in Clause 1 hereof, be paid the margin assigned opposite that classification.

<table>
<thead>
<tr>
<th>Margin Per Week</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. First year's adult experience</td>
<td>115.60</td>
</tr>
<tr>
<td>Second year's adult experience</td>
<td>134.40</td>
</tr>
<tr>
<td>Third year's adult experience and thereafter</td>
<td>158.60</td>
</tr>
</tbody>
</table>
2. An accountant or chief clerk wholly responsible
   for the office work and who prepares the
   balance sheet and profit and loss account 256.30

3. A clerk who is in charge of and responsible for the work of
   (a) Five or more employees 210.50
   (b) Three or Four employees 196.30
   (c) Two employees 189.40

'Employees' in this sub-section shall mean
any male or female clerk, typist or
stenographer and shall include the Clerk in
Charge.

3. 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.

<table>
<thead>
<tr>
<th>Percentage of Second Year Adult Rate</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Under 16 years of age</td>
<td>40</td>
</tr>
<tr>
<td>16 to 17 years of age</td>
<td>45</td>
</tr>
<tr>
<td>17 to 18 years of age</td>
<td>55</td>
</tr>
<tr>
<td>18 to 19 years of age</td>
<td>70</td>
</tr>
<tr>
<td>19 to 20 years of age</td>
<td>80</td>
</tr>
<tr>
<td>20 to 21 years of age</td>
<td>90</td>
</tr>
</tbody>
</table>

(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.
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Amount
$

- 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 1.40
- 19 to 20 years of age 1.70
- 20 to 21 years of age 1.80
- 21 years of age and over 2.30

Dated at Hobart this Fifth day of July, 1985.

R.J. Watling
COMMISSIONER