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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:

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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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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

	Margin Per Week \$
(a) Milk Receival	
(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

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(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.

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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.

	%
Under 17 years	60
17 to 18 years	75
18 to 19 years	85
19 and over	Adult Rate

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

Division C - Engine Drivers and Firemen

	Margin Per Week \$
1. Stationary engine driver in charge of refrigerating compressors of capacity of 25 tonnes or less	143.60
2. Stationary engine driver in charge of refrigeration compressors of capacity over 25 tonnes	151.90

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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 -

1.2 tonnes or less	154.50
Over 1.2 tonnes but not over 3 tonnes	157.90
Over 3 tonnes but under 6 tonnes	162.00
6 tonnes and over, but under 7 tonnes	162.70
7 tonnes and over, but under 8 tonnes	163.50
8 tonnes and over, but under 9 tonnes	164.20
9 tonnes and over, but under 10 tonnes	164.80
10 tonnes and over, but under 11 tonnes	165.70

Employees driving articulated vehicle having maker's capacity of -

Under 9 tonnes	168.20
9 tonnes and over but under 10 tonnes	169.10
10 tonnes and over but under 11 tonnes	169.50
11 tonnes and over but under 12 tonnes	170.20
12 tonnes and over but under 13 tonnes	171.30
13 tonnes and over but under 14 tonnes	171.80
14 tonnes and over but under 15 tonnes	172.70
15 tonnes and over but under 16 tonnes	173.10
16 tonnes and over but under 17 tonnes	173.60
17 tonnes and over but under 18 tonnes	174.90
18 tonnes and over but under .19 tonnes	175.20
19 tonnes and over but under 20 tonnes	176.10
20 tonnes and over but under 21 tonnes	176.60
Motor drivers assistant, and yardman	141.00

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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:

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

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:

	Amount Per Week \$
(i) In charge of 3 to 10 employees	7.90
(ii) In charge of 11 to 20 employees	16.50
(iii) In charge of 21 or more employees	23.90

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.

	Margin Per Week \$
1. First year's adult experience	115.60
Second year's adult experience	134.40
Third year's adult experience and thereafter	158.60

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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.

	Percentage of Second Year Adult Rate %
(a) Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

- (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