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**TASMANIAN INDUSTRIAL COMMISSION**

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

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

**CEMENT MAKERS AWARD**

COMMISSIONER R K GOZZI

Award variation - second \$8.00 safety net adjustment

**ORDER - No. 5 of 1995**

The abovementioned award is varied as follows:

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

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## **"8. WAGE RATES**

### 1. ADULT EMPLOYEES

#### (a) Wages

An employee shall be classified on commencement in one of the classifications contained in this award and shall be paid not less than the weekly wage rate assigned to the relevant grade provided.

	Base Rate Relativity %	Base Rate \$	Supplementary Net Adjustment \$	Weekly Wage Rate \$
<b>1. Production employees</b>				
Grade 1	78	325.40	16.00	341.40
Grade 2	82	342.10	16.00	358.10
Grade 3	87.4	364.60	16.00	380.60
Grade 4	92.4	385.50	16.00	401.50
Grade 5	95	396.30	16.00	412.30
Grade 6	100	417.20	16.00	433.20
Grade 7	105	438.10	16.00	454.10
Grade 8	110	458.90	16.00	474.90
Grade 9	115	479.80	16.00	495.80
Grade 10	125	521.50	16.00	537.50
Grade 11	130	542.40	16.00	558.40
<b>2. Maintenance Employees</b>				
Grade 1	78	325.40	16.00	341.40
Grade 2	82	342.10	16.00	358.10
Grade 3	87.4	364.60	16.00	380.60
Grade 4	92.4	385.50	16.00	401.50
Grade 5	100	417.20	16.00	433.20
Grade 6	105	438.10	16.00	454.10
Grade 7	110	458.90	16.00	474.90
Grade 8	115	479.80	16.00	495.80
Grade 9	125	521.50	16.00	537.50
Grade 10	130	542.40	16.00	558.40
Grade 11	135	563.20	16.00	579.20
Grade 12	145	604.90	16.00	620.90
Grade 13	150	625.80	16.00	641.80
Grade 14	160	667.50	16.00	683.50

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### 3. Administrative Employees

Adult Entry				
1st 6 months	80	333.80	16.00	349.80
2nd 6 months	85	354.60	16.00	370.60
Grade 1A	87	363.00	16.00	379.00
Grade 1 B	90	375.50	16.00	391.50
Grade 2A	92	383.80	16.00	399.80
Grade 2B	95	396.30	16.00	412.30
Grade 3A	97	404.70	16.00	420.70
Grade 3B	100	417.20	16.00	433.20
Grade 4	105	438.10	16.00	454.10
Grade 5	110	458.90	16.00	474.90
Grade 6	115	479.80	16.00	495.80
Grade 7	120	500.60	16.00	516.60

### 2. JUNIOR EMPLOYEES

#### (a) Administrative Employees

The minimum weekly wage rate that shall be paid to junior administrative employees shall be the undermentioned percentage of the adult weekly wage rate contained in this clause and excess payment contained in Clause 9 - Additional (Excess) Payments for an Administrative Employee Grade 1A.

	%
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) Production and Maintenance Employees

The minimum weekly wage rate that shall be paid to junior production and maintenance employees not elsewhere provided for in this award shall be the undermentioned percentages of the appropriate adult weekly wage rate contained in this Clause and excess payment contained in Clause 9 - Additional (Excess) Payments.

	%
Under 17 years of age	70
17 to 18 years of age	80
At 18 years of age	Adult Rate

Adjustment to be made to the nearest 10 cents

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### 3. APPRENTICES

The minimum weekly wage rate that shall be paid to apprentices shall be the undermentioned percentages of the adult weekly wage rate contained in this Clause and excess payment contained in Clause 9 - Additional (Excess) Payments for a Maintenance Employee Grade 6.

	%
1st year	47
2nd year	60
3rd year	81
4th year	98

**PROVIDED** that an existing employee transferred to an adult apprenticeship shall retain their existing rate until the apprentice rate exceeds it.

### 4. SPECIAL ALLOWANCE

Employees engaged on maintenance work on board bulk cargo ships shall be paid the following amounts per week:-

Apprentices	\$7.80
Maintenance employees	\$8.20

### 5. LEADING HANDS

- (a) If in charge of not less than 3 and not more than 10 employees - \$15.20 per week.
- (b) If in charge of more than 10 and not more than 20 employees - \$22.40 per week.
- (c) If in charge of more than 20 employees - \$28.90 per week.

The above rates shall be paid over and above the highest classification rate which applies to employees under the leading hands charge, or over and above the leading hands normal classification, whichever is the highest."

### **OPERATIVE DATE**

This order shall commence operation from the first full pay period commencing on or after 8 August 1995.

R.K. Gozzi  
**COMMISSIONER**

21 August 1995