

TASMANIAN INDUSTRIAL COMMISSION

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

Tasmanian Trades and Labor Council
(T7702 of 1998)

Private and public sector awards

FULL BENCH:

PRESIDENT F D WESTWOOD
DEPUTY PRESIDENT B R JOHNSON
COMMISSIONER R J WATLING

Wage Rates - State Wage Case July 1998 - application to review the Wage Fixing Principles
and to vary awards in a manner consistent with the Australian Industrial Relations
Commission decision in Print number Q 1998 Safety Net Review - Wages - Agreed
Settlement - Two-stage Arbitrated Safety Net Adjustment - ffpp on or after 14 July 1998 and
ffpp on or after 14 October 1998 - Revised Wage Fixing Principles - Approved

BOOTMAKERS AWARD

ORDER BY CONSENT -

No. 1 of 1998

AMEND THE **BOOTMAKERS AWARD** IN THE FOLLOWING MANNER:

By deleting Clause 8 - Wage Rates, and inserting in lieu thereof the following:

"8. WAGE RATES

DIVISION A - EMPLOYEES REPAIRING

The weekly wage rates set out hereunder shall be the minimum weekly wage rate payable to classifications of employees named herein:

(a) Operative from the first full pay period to commence on or after 14 July 1998:

	Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Trainee/Entry Level Employee	78	325.40	44.00	369.40
Employees engaged in the repairing of boots, shoes or slippers or other such footwear		374.70	44.00	418.70

(b) Operative from the first full pay period to commence on or after 14 October 1998:

	Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Trainee/Entry Level Employee	78	325.40	48.00	373.40
Employees engaged in the repairing of boots, shoes or slippers or other such footwear		374.70	48.00	422.70

DIVISION B - EMPLOYEES ENGAGED IN THE MANUFACTURE OF BOOTS, SHOES OR SLIPPERS OR OTHER SUCH FOOTWEAR

The weekly wage rates set out hereunder shall be the minimum weekly wage rate payable to classifications of employees named herein:

(a) Operative from the first full pay period to commence on or after 14 July 1998:

Wage Band Number	Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Trainee/Entry Level	78	325.40	44.00	369.40
1	82	342.10	44.00	386.10
2	84	350.40	44.00	394.40
3	87.4	364.60	44.00	408.60
4	92.4	385.50	44.00	429.50
5	100	417.20	44.00	461.20
6	110	458.90	44.00	502.90

(b) Operative from the first full pay period to commence on or after 14 October 1998:

Wage Band Number	Relativity %	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Trainee/Entry Level	78	325.40	48.00	373.40
1	82	342.10	48.00	390.10
2	84	350.40	48.00	398.40
3	87.4	364.60	48.00	412.60
4	92.4	385.50	48.00	433.50
5	100	417.20	48.00	465.20
6	110	458.90	48.00	506.90

DIVISION C - PIECEWORK RATES REPAIRING

The following weekly wage rates and conditions shall apply to employees engaged on piecework, all materials and tools to be found by the employer:

Schedule

An establishment using ready-cut material and employing finisher (without hand sewing), the following percentage of the current total retail values of all work done shall be paid:

- (a) on general work 30%
- (b) on all sewing or cement work 27½%
- (c) for employees who do their own finishing they shall be paid in addition to the following percentages - by machine 10%

DIVISION D - CLERKS

1. Adult

Adult employees shall be paid in accordance with the following structure which shall be read in conjunction with the classification definitions contained in Clause 7 - Definitions:

(a) Operative from the first full pay period to commence on or after 14 July 1998:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Adult Entry			
1st 6 months	333.80	44.00	377.80
2nd 6 months	354.60	44.00	398.60
Grade 1			
1A 1st 12 months	363.00	44.00	407.00
1B after 12 months	375.50	44.00	419.50
Grade 2			
2A 1st 12 months	383.80	44.00	427.80
2B after 12 months	396.40	44.00	440.40
Grade 3			
3A 1st 12 months	404.70	44.00	448.70
3B after 12 months	417.20	44.00	461.20
Grade 4	438.10	44.00	482.10
Grade 5	458.90	44.00	502.90
Grade 6	479.80	44.00	523.80

(b) Operative from the first full pay period to commence on or after 14 October 1998:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Adult Entry			
1st 6 months	333.80	48.00	381.80
2nd 6 months	354.60	48.00	402.60
Grade 1			
1A 1st 12 months	363.00	48.00	411.00
1B after 12 months	375.50	48.00	423.50
Grade 2			
2A 1st 12 months	383.80	48.00	431.80
2B after 12 months	396.40	48.00	444.40
Grade 3			
3A 1st 12 months	404.70	48.00	452.70
3B after 12 months	417.20	48.00	465.20
Grade 4	438.10	48.00	486.10
Grade 5	458.90	48.00	506.90
Grade 6	479.80	48.00	527.80

2. Juniors

The minimum weekly wage rate that may be paid to juniors may be the undermentioned percentages of Grade 1, 1st 12 months service rate adjusted to the nearest 10 cents:

	Percentage %
Adult Entry	
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

DIVISION E - SALES ASSISTANTS

(a) Operative from the first full pay period to commence on or after 14 July 1998:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) 1st year's adult experience	310.30	44.00	354.30
(ii) 2nd year's adult experience	332.10	44.00	376.10
(iii) 3rd year's adult experience	360.40	44.00	404.40
(iv) Senior Salesman or Saleswoman	376.90	44.00	420.90
(v) Section Manager or Manageress and/or Buyer/Orderer			
1. Of a section where 5 or more employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	425.90	44.00	469.90
2. Of a section where 3 or 4 employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	409.50	44.00	453.50
3. Of a section where 2 employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	401.30	44.00	445.30
(vi) Manager or Manageress of Shop or Branch	451.40	44.00	495.40
(vii) Junior Sales Assistants - Males and Females			

Percentage of Second Year Adult Weekly Wage Rate

Under 17 years of age	54
17 to 18 years of age	59
18 to 19 years of age	73
19 to 20 years of age	86
20 to 21 years of age	90

(viii) Proviso -

When determining the rate payable to an employee attaining the age of 21 years who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(b) Operative from the first full pay period to commence on or after 14 October 1998:

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(i) 1st year's adult experience	310.30	48.00	358.30
(ii) 2nd year's adult experience	332.10	48.00	380.10
(iii) 3rd year's adult experience	360.40	48.00	408.40
(iv) Senior Salesman or Saleswoman	376.90	48.00	424.90
(v) Manager or Manageress and/or Buyer/Orderer			
1. Of a section where 5 or more employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	425.90	48.00	473.90
2. Of a section where 3 or 4 employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	409.50	48.00	457.50
3. Of a section where 2 employees (including the Section Manager or Manageress and/or buyer/orderer) are employed	401.30	48.00	449.30
(vi) Manager or Manageress of Shop or Branch	451.40	48.00	499.40

(vii) Junior Sales Assistants - Males and Females

Percentage of Second
Year Adult Weekly Wage Rate

Under 17 years of age	54
17 to 18 years of age	59
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19 to 20 years of age	86
20 to 21 years of age	90

(viii) Proviso -

When determining the rate payable to an employee attaining the age of 21 years who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience.

DIVISION F - APPRENTICES

An employer shall not employ minors in the following trades or occupations otherwise than in accordance with the requirements of the *Industrial and Commercial Training Act 1985*. Apprentices engaged in the trade of manufacturing or repairing boots, shoes, slippers or any other such footwear shall receive:

Four Years' Term	Percentage of Weekly Wage Rate for Wage Band No. 4
First year's experience -	
First 6 months	47
Second 6 months	55
Second year's experience -	
First 6 months	60
Second 6 months	65
Third year's experience -	
First 6 months	75
Second 6 months	80
Fourth year's experience -	
First 6 months	90
Second 6 months	95

Thereafter the adult minimum weekly wage.

Three Years' Term	Percentage of Weekly Wage Rate for Wage Band No. 4
First year's experience - First 6 months	60
Second 6 months	65
Second year's experience - First 6 months	75
Second 6 months	80
Third year's experience - First 6 months	90
Second 6 months	95

Thereafter the adult minimum weekly wage.

DIVISION G - JUNIOR WORKERS

The minimum weekly wage rate to be paid to juniors shall be the money equivalent of the undermentioned percentages of the adult weekly wage rate for Band No. 1 of this award, to the nearest five cents; any fraction of five cents in the result not exceeding two cents, to be disregarded:

	Percentage of Wage Band No. 1
Under 16 years of age	44
At 16 years of age	55
At 17 years of age	66
At 18 years of age	77
At 19 years of age	86
At 20 years of age	94

Any unapprenticed junior who has had four years' experience in the industry who is less than 21 years of age shall be paid the adult rate for the class of work upon which he is employed.

Notwithstanding anything aforesaid in this clause - any worker under the age of 21 years, not being an apprentice, or probationer for apprenticeship who performs any operation outside those defined in this clause shall be deemed not to be a junior worker and shall be paid the appropriate weekly wage rate for an adult.

This document is translated from the original order and is not in itself a legal document. No responsibility is taken for any discrepancy that may arise between this document and the order that was printed and published by the Printing Authority of Tasmania.

DIVISION H - LEADING HANDS

in addition to the appropriate weekly wage rate prescribed in this award for the highest classified employee directly under his or her control and for whom he or she is responsible, an adult employee employed as a leading hand shall be paid:

Number of Employees	Weekly Wage Rate \$
3 to 10	15.10
11 to 20	23.40
21 or more	29.20

Such rates to be payable for all purposes of the award."

Operative Date

This Order shall come into operation from the first full pay period to commence on or after 14 July 1998.

B R Johnson
DEPUTY PRESIDENT

13 August 1998