

**IN THE TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application to vary an award

**Federated Clerks Union of Australia**  
**Tasmanian Branch**  
(T.2577 of 1990)

**TOTALIZATOR AGENCY AWARD**

COMMISSIONER P A IMLACH

27 November 1990

Wage rates - State Wage Case November 1989 - structural efficiency principle - second increase

**REASONS FOR DECISION**

This was an application by the Federated Clerks Union of Australia, Tasmanian Branch (the Union) made under Section 23 of the Act, for the granting of the second Structural Efficiency Principle (SEP) increase in the Totalizator Agency Award (the Award).

Mr D Fry, who appeared for the Union, produced an exhibit which outlined the items on the agenda for the implementation of SEP changes - they were:

- . meal breaks and rest pauses - meal break to be provided after 5 hours (not 4 hours as at present) and a 10 minute rest period to be provided "where a period of engagement is 4 hours or more";
- . the introduction of a suspension from duty without pay provision in cases of misconduct, for a maximum of one week;
- . phased accrual of sick leave entitlements in the first three months of employment;
- . the introduction of an "establishment agreements" clause;
- . the introduction of a ceiling (the same as in the State Service) on the annual leave allowance;
- . due notice of technological change and positive acceptance of its introduction;
- . multi-skilling including training for new skills; and
- . an undertaking to investigate a new classification structure for the Award.

Mr Fry produced a second exhibit detailing amendments to the current Award clause 8 - Wage Rates implementing increases of \$12.50, \$15.00 and 3% where appropriate.

As to wage rates and classification structures, Mr Fry advised that the Union was expecting in the near future to avail of a significant review of clerks classifications currently nearing completion in Victoria and to seek to apply the basis of that case is this jurisdiction.

Mr Fry also advised that agreement had been reached for the proposed changes and increases to commence operation from the first full pay period commencing on or after 15 November 1990.

Mr T Abey appeared for the Tasmanian Confederation of Industries on behalf of the Tasmanian Totalizator Agency Board and confirmed agreement to the proposals and the operative date for the increases. He was careful to point out, however, that the Confederation was not committing itself to any future classification reviews sought by the Union.

As indicated at the end of the hearing I endorse the agreement between the parties as to the SEP changes and the implementation of the second SEP increase in the Award from the agreed operative date; the first full pay period commencing on or after 15 November 1990.

In the words of the principle, I am satisfied "...that the parties to the Award have co-operated positively in a fundamental review of the Award and are implementing measures to improve the efficiency of industry and provide workers with access to more varied, fulfilling and better paid jobs."

An appropriate order is attached.



D Fry for the Federated Clerks Union of Australia, Tasmanian Branch.

T Abey for the Tasmanian Confederation of Industries.

Date and place of hearing:

1990.  
Hobart:  
October 29;  
November 15.