

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.1524 and T.1525 of 1988

**IN THE MATTER OF APPLICATIONS BY THE
TASMANIAN PUBLIC SERVICE ASSOCIATION AND
THE TASMANIAN TRADES AND LABOR COUNCIL
RESPECTIVELY [CONSEQUENT ON THE DECISION
OF THE FULL BENCH OF THE AUSTRALIAN
CONCILIATION AND ARBITRATION COMMISSION IN
THE NATIONAL WAGE CASE OF 12 AUGUST 1988]
TO INCREASE WAGE RATES AND ALLOWANCES
GENERALLY IN ALL AWARDS AND AGREEMENTS AND
TO REVIEW THE WAGE FIXATION PRINCIPLES**

**RE: IMPLEMENTATION OF \$10 WAGE RATE
ADJUSTMENT**

ORDER -

No. 2 of 1989

AMEND THE WHOLESALE TRADES AWARD IN THE FOLLOWING MANNER:

AMEND THE **WHOLESALE TRADES AWARD** BY DELETING CLAUSE 8, WAGE RATES, AND
INSERTING IN LIEU THEREOF THE FOLLOWING:

"

8. WAGE RATES

DIVISION A - ALL EMPLOYEES OTHER THAN COMMERICAL TRAVELLERS

Subdivision 1 - Wholesale Establishments

1. WAGES

The amounts set out in this clause shall be the minimum rates payable to adult employees herein mentioned.

Group 1 - Wholesale Grocer, Wholesale Wine and Spirit Merchant and/or Wholesale Tobacconist and Wholesalers not specifically subject to the jurisdiction of any other Tasmanian Industrial Commission award.

	Amount Per Week \$
1. Storeman/woman (Grade 1)	309.90
2. Storeman/woman (Grade 2)	317.00

A storeman/woman working singly and/or a storeman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues, and stock checking of goods and/or material notation and preparation of necessary documents.

Amount Per Week
\$

3.	An employee operating a power driven fork lift or similar power driven stacking machine or device in the course of his/her duties as a storeman/woman and/or packer.	
(i)	With lifting capacity of up to and including 5000 kgs	313.70
(ii)	With lifting capacity of over 5000 kgs	317.80
4.	Checker	314.50
5.	Storeman/woman and/or packer usually employed in cold chambers	312.50
6.	Head Cellarman/woman	321.50
7.	Cellarman/woman	312.70

Group 2 - Manufacturer and/or packer of anyone or more of the following articles: Condiment, coffee, baking powder, soap powders, soap, washing soda, candles, blacking, sandsoap, self-raising flour, products containing dried fruits, pudding and cake mixes, icing sugar and other sugar based products and allied grocery lines.

Box Maker: The same wage rate as prescribed from time to time by the Timber Merchants Award.

Extraction of tallow and/or treatment of animal offal:

The same wage rate as is prescribed from time to time by the Meat Trades Award.

Other Employees:

(i)	Storeman	309.90
(ii)	Process Packer	303.30

Junior Employees:

- (i) Storeman: The rates prescribed in subclause 4 hereof.

- (ii) Process Packers: Shall be paid the undermentioned percentages of the adult rate for classification 3(ii) hereof.

% of classification 3(ii)

Under 16 years of age	55%
16 years of age	65%
17 years of age	78.5%
18 years of age	93%
19 years of age	100%
20 years of age	100%

Group 3 - Manufacturer of Cereal Breakfast Foods

	Amount Per Week
	\$
1. Operator in charge of and working cereal cookers	317.20
2. Operator in charge of and working at toasting	317.20

2. LEADING HANDS

- (a) Employees in Groups 1 and 2, subclause 1

Leading Hands in charge of less than 3 employees shall be paid \$3.10 per week extra.

If in charge of 3 to 10 employees, \$6.10 per week extra.

If in charge of 11 to 20 employees, \$10.20 per week extra.

If in charge of 21 or more employees, \$14.80 per week extra.

- (b) Employees in Group 3, subclause 1 hereof an additional \$6.70 per week.

3. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate \$231.10 per week.
- (b) Provided that payments for overtime, special rates, weekend penalties and holiday work prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

Where a minimum rate of pay as aforesaid is applicable to an employee for work in ordinary hours the same rate shall be applicable to the calculation of overtime and all other penalty rates, payments during sick leave and annual leave, and for all other purposes of this award.

4. JUNIORS

The minimum rates of wages per week that shall be paid to junior employees shall be the undermentioned percentages of the wage rate for a Storeman Grade 1 calculated to the nearest 10 cents.

	Percentage %
Under 16 years of age	55
16 years of age	65
17 years of age	78.5
18 years of age	93
19 years of age	100
20 years of age	100

Subdivision 2 - Clerks

1. WAGES

Except as prescribed in paragraph (b) of subclause 2 hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

	Amount Per Week \$
1. 1st year's adult experience	277.50
2nd year's adult experience	298.60
3rd year's adult experience and thereafter	326.10
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	437.20
3. A clerk who is in charge of and responsible for the work of -	
(a) 5 or more employees	385.30
(b) 3 or 4 employees	369.20
(c) 2 employees	361.30

‘Employees’ in this subsection shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

2. 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 10 cents.

Percentage

(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 amount 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 awards of the Tasmanian Industrial Commission relating to private industry employees, 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, tele-typists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	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	1.50
19 to 20 years of age	1.80
20 to 21 years of age	1.90
21 years of age and over	2.50

Subdivision 3 - Carters and Drivers

1. WAGES

The wage rates and loadings set out in this subclause shall be the minimum rates payable to the employees herein named:

	Amount Per Week \$
Employee driving motor vehicles having maker's capacity of -	
1.2 tonnes or less	321.50
Over 1.2 tonnes but not over 3 tonnes	325.40
Over 3 tonnes but under 6 tonnes	330.10
6 tonnes and over but under 7 tonnes	330.80
7 tonnes and over but under 8 tonnes	331.70
8 tonnes and over but under 9 tonnes	332.40
9 tonnes and over but under 10 tonnes	333.20
10 tonnes and over	334.10
Motor driver's assistant and yardman	306.20

	Amount Per Week \$
Further additional amount for employee driver collecting money per week -	
For any amount handled up to \$20	0.60
Over \$20 but not exceeding \$200	1.10
Over \$200 but not exceeding \$600	2.00
Over \$600 but not exceeding \$1000	3.00
Over \$1000	4.00

2. JUNIORS

The minimum rates of wages that may be paid to junior employees shall be the undermentioned percentages of the appropriate adult rate:

	%
Under 19 years of age	70
19 and under 20 years of age	80
20 years of age and over	Adult Rate

DIVISION B - COMMERCIAL TRAVELLERS

1. WAGES

The minimum rates of wages that may be paid to employees shall be the undermentioned:

	Amount Per Week \$
1. Country traveller	363.90
2. Town or local traveller	336.40
3. Probationary traveller	304.20"

DATE OF OPERATION:

The foregoing variation shall come into operation from the first full pay period commencing on or after 15 March 1989.

