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**TASMANIAN INDUSTRIAL COMMISSION**

**Industrial Relations Act 1984**

s23 application for award or variation of award

**Tasmanian Trades and Labor Council**

(T11548 of 2004)

Private Sector Awards

**Tasmanian Trades and Labor Council**

(T11564 of 2004)

Private Sector Awards

**Tasmanian Trades and Labor Council**

(T11566 of 2004)

Private and Public Sector Awards

**FULL BENCH:**

PRESIDENT P L LEARY

COMMISSIONER T J ABEY

COMMISSIONER J P McALPINE

**Wage Rates – State Wage Case July 2004 – applications to vary private sector awards in a manner consistent with the Australian Industrial Relations Commission in Print PR002004 – Safety Net Review – Award rates to be increased by \$19 per week – Wage related allowances increased by 3.5% - Meal allowances increased to \$12.70 – Supported Wage increased to \$61 per week – Operative date ffpp 1 August 2004 – State Minimum Wage determined at \$467.40 – s.35(1)(b)**

**CARRIERS AWARD**

**ORDER BY CONSENT**

**No. 1 of 2004**

**(Consolidated)**

CLAUSES 4, 5, 8, 19, 29, AND 33 ARE VARIED AND THE AWARD IS CONSOLIDATED

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## **1. TITLE**

This award shall be known as the "Carriers Award".

## **2. SCOPE**

The industry covered by this award is or is in connection with the undertaking for hire, the transport of goods, wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state of a solid or liquid or gaseous nature or otherwise, and/or livestock.

## **3. ARRANGEMENT**

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#### **4. DATE OF OPERATION**

This award shall come into operation from the first full pay period to commence on or after 1 August 2004.

#### **5. SUPERSESSION AND SAVINGS**

This award incorporates and supersedes the Carriers Award No. 1 of 2003 (Consolidated), No. 2 of 2003 and 3 of 2003.

**PROVIDED** that no right, obligation or liability incurred or accrued under any of the abovementioned provisions shall be affected by the replacement and supersession.

#### **6. PARTIES AND PERSONS BOUND**

Unless otherwise specified, this award shall have application to and be binding upon:

- (a) all employers (whether members of a Registered Organisation or not) who are engaged in the industry specified in Clause 2 - Scope;
- (b) all employees (whether members of a Registered Organisation or not) for whom classifications appear in this award and who are engaged in the industry specified in Clause 2 - Scope;

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- (c) the following organisations of employees in respect of whom award interest has been determined:
  - (i) The Australian Workers' Union, Tasmania Branch and the officers of that organisation and their members who are employed in the industry specified in Clause 2 - Scope; and
  - (ii) Transport Workers' Union of Australia (Victorian/Tasmanian Branch) and the officers of that organisation and their members who are employed in the industry specified in Clause 2 - Scope;
- (d) The following organisations of employers in respect of whom award interest has been determined:
  - (i) the Australian Road Transport Industrial Organization and the officers of that organization and their members who are engaged in the industry specified in Clause 2 - Scope;
  - (ii) the Retail Traders Association of Tasmania and the officers of that organisation and their members who are engaged in the industry specified in Clause 2 - Scope; and
  - (iii) the Tasmanian Chamber of Commerce and Industry Limited.

## **7. DEFINITIONS**

**'Articulated vehicle'** shall mean a vehicle with three or more axles, comprising a power unit (called a 'tractor truck', 'prime-mover', etc.) and semi-trailer which is superimposed on the power turntable and is articulated whether automatically detachable or permanently coupled.

**'Casual employee'** shall mean an employee engaged and paid as such.

**'Crane chaser'** shall mean a person who holds a certificate of competency as a crane chaser from an appropriate authority.

**'Dirty material'** shall mean coal, coke, briquettes, bitumen (provided that this be limited to bitumen and/or bituminous material for spreading upon roads and excluding bitumen in metal containers) plumbago, graphite, black lead manganese, lime, 'coamaidai' lime, tallite, limil, plaster, plaster of paris, red oxide, zinc oxide, 'Quickardo' cement, superphosphate (in second-hand and/or farmers' own bags), rock phosphate, dicalcic phosphate, yellow ochre, charcoal, empty flour-bags, supercel in jute bags, stone dust, refuse and/or garbage from ships in port, street sweepings, tar in sealed containers, shives of flax when carted as a full load, and any material or a particular load thereof which may be found to be dirty.

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**'Double-articulated vehicle'** shall mean a vehicle with four or more axles, comprising a power unit (called 'tractor truck', 'prime-mover', etc) and semi-trailer (called 'dolly trailer') which is superimposed on the power unit, which in turn has a load-carrying semi-trailer superimposed upon the dolly trailer, both semi-trailers and the power unit being coupled together by means of king-pins and revolving on turntables and are articulated whether automatically detachable or permanently coupled.

**'Driver-salesperson'** shall mean an employee who is entrusted by his/her employer with goods or articles for sale and is required to compete with other salespersons in respect of such goods or articles in the normal course of his/her duty, and who is not in receipt of a commission upon goods or articles sold by him/her. The term, 'driver-salesperson' shall not include a driver who is entrusted with goods or articles for delivery to customers in such quantities as such customers shall require from him/her.

**'Driver's mate or offsider'** shall mean any employee who regularly accompanies the driver to assist in loading or unloading or delivering.

**'Employee handling money'** shall mean an employee subject to this award who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out.

**'Furniture'** shall mean any article of household and/or office furniture or 'white goods' which are completely manufactured and ready for use, and shall include furniture being transported from a manufacturer to a retail store unless such furniture is crated, cartonised or otherwise covered.

**'Greaser and cleaner'** shall without limiting the natural meaning include a person required to refuel motor vehicles at a depot, yard or garage.

**'Gross vehicle mass/gross combination mass'**

(a) in the case of an articulated truck or heavy trailer combination:

the maximum permissible mass (whether described as the gross train mass or otherwise) for the motor vehicle and the trailer(s) or semi-trailer(s) attached to it, together with the load carried on each, as stated in any certificate of registration or other certificate that is issued in respect of the motor vehicle by the relevant authority or by the corresponding authority of another state or territory or that is required by law to be painted or displayed on the motor vehicle; and

(b) in any other case:

the maximum permissible mass (whether described as the gross train vehicle mass or otherwise) for the motor vehicle and its load (but excluding any trailer and its load) as stated in a certificate of registration or other certificate that is issued in respect of the motor vehicle by the relevant authority or by the corresponding authority of another state or territory or that is required by the law to be painted or displayed on the motor vehicle.

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**'Gross vehicle weight on mass'** shall mean the gross weight or mass of the vehicle and its load as specified by the manufacturer and in accordance with licensing or registration authorities under State or Commonwealth Acts.

**'Leading loader'** shall mean a loader or ganger in charge of loaders.

**'Livestock'** shall mean horses, cattle, sheep, pigs, goats or poultry.

**'Loader'** shall mean an employee not defined elsewhere in this award who is engaged in loading or unloading any goods, wares, merchandise or materials on to or from any vehicle and in work incidental to such loading or unloading; and a person engaged as a motor driver's assistant, but who performs work on the waterfront of the nature usually performed by a loader shall be deemed to be a loader whilst performing such work.

**'Loader - freight forwarder's depot'** shall mean an employee working in a freight forwarder's depot whose duties may include loading and unloading goods on to or from road vehicles, flexivans or rail wagons (however described), stowing goods into or unstowing goods from containers for all distribution, checking and sorting goods in the depot, and performing clerical duties incidental to and associated with such work.

**PROVIDED** that goods in this definition shall, without limiting the natural meaning, include wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state, or of a solid or liquid or gaseous nature or otherwise.

**'Low loader articulated vehicles'** means a vehicle consisting of a tandem drive prime mover and a gooseneck semi-trailer (not being a drop deck semi-trailer) with a loading area of the semi-trailer a maximum of one metre off the ground. The prime mover and gooseneck semi-trailer being designed and manufactured and plated to operate at the required mass limits.

**'Machinery float'** shall mean any low-framed vehicle used for transporting self-propelled machinery.

**'Maker's capacity'** shall mean the capacity shown on the certificate of registration issued for the vehicle under any Act of the State or any Act of the Commonwealth. Where no such capacity is shown on the certificate of registration, 'maker's capacity' shall mean the capacity attributed to the vehicle by the manufacturer as a maximum gross rating less the tare of the vehicle.

**PROVIDED** that on any day that the maximum weight of any load exceeds such capacity by one-third or more such maximum weight shall, for the purposes of assessing the wages to be paid for that day, be deemed to be the maker's capacity.

**'Motor driver's assistant'** shall mean and include any employee who accompanies the driver to assist in loading or unloading or delivering.

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**'Offensive material'** shall mean bone-dust, blood, manure, dead animals, offal, fat, including that which is carted from hotels and restaurants or other places in kerosene tins, tallow in secondhand iron or steel drums, green skins, raw hides and sheepskins when fly-blown or maggotty, sausage skin casings (except when packed in non-leaky containers for consumption), salt-cake, spent oxide, hair and fleshings, soda ash, muriate of potash, sulphur ex-wharf, sheeps' trotters (known as 'pie'), sulphuric acid of the strength of 96 per cent or 98 per cent in cases in which the carter is required to handle individual jars, horse, cow or pig manure, meat meal, liver meal, blood meal, T.N.T., and any other material which is found from time to time to be offensive material.

**'Road-train vehicle'** shall mean a rigid vehicle to which are coupled two or more trailers, or an articulated vehicle to which is coupled one or more trailers.

**'Sanitary carter's mate'** shall mean an employee who accompanies the driver to assist in loading or unloading.

**'Summer'** shall mean from 16 October to 14 April, inclusive.

**'Truck loading crane'** means a crane which is mounted on a truck or trailer and which is used for the purpose of loading or unloading loads from the truck or trailer on which the crane is mounted.

**'Union'** shall mean and refer to the Transport Workers' Union of Australia, Tasmanian Branch.

**'Yardperson'** shall mean an employee not otherwise specified, employed in or in connection with a depot, yard or garage, but shall not include any person exclusively employed as a skilled tradesman.

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## **8. WAGE RATES**

### DIVISION A - GENERAL CARTAGE

Adult employees of the grades appearing below shall be paid as a minimum the weekly wage rates assigned to those classifications for the type of work concerned.

With the exception of the industry and callings covered by Division B - Refuse Collection, Transport and Disposal, this clause covers employees working in or in connection with the transport of goods, wares, merchandise, material or anything whatsoever whether in its raw state or natural state, wholly or partly manufactured state or of a solid or liquid or gaseous nature or otherwise, and/or livestock.

#### (a) Table of Weekly Wage Rates

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
Grade 1 General Hand Greaser/Cleaner Yardperson Vehicle Washer & Detailer Motor Drivers Assistant Loader – other than Freight Forwarder Courier – Foot or Bicycle	359.20	142.00	501.20
Grade 2 Loader – Freight Forwarder Tow Motor Driver Driver - Rigid Vehicles to 4.5 tonnes GVM and employee riding a motor cycle in course of employment	374.50	142.00	516.50
Grade 3 Driver Forklift up to 5 tonnes Driver Concrete Mixer up to and including 2 cubic metres Driver 2 axle Rigid Vehicle 4.5 tonnes to 15 tonnes GVM	382.20	142.00	524.20



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Grade 4	393.60	142.00	535.60
Driver Forklift over 5 tonnes and up to and including 10 tonnes			
Driver Oil tractor			
Driver 3 axle Rigid Vehicle exceeding 15 tonnes GVM – up to 8 tonnes capacity			
Radio Operator			
Driver Concrete Mixer over 2 cubic metre bowl and up to 4.9 cubic metre bowl			
Weighbridge Attendant			
Driving a Straddle Truck			
Driver 3 axle Rigid Vehicle exceeding 15 tonnes – capacity over 8 tonnes up to 15 tonnes.			
Crane Chaser			

**PROVIDED** that any employee classified as a crane chaser as at 14 August 1990 shall receive 10 per cent in addition to the rate for Grade 4.

Grade 5	401.40	142.00	543.40
Driver Rigid Vehicle with four or more axles and a GVM exceeding 15 tonnes – capacity over 10 tonnes up to 15 tonnes			
Driver of Rigid Vehicle and heavy trailer combination with 3 axles with a GCM of 22.4 tonnes or less - capacity over 10 tonnes up to 15 tonnes			
Driver Articulated Vehicle with 3 axles and a GCM of 22.4 tonnes or less			
Driver Forklift in excess of 10 tonnes up to 25 tonnes			
Driver Concrete Mixer 5 cubic metre bowl and over			
Driver Forklift in excess of 25 tonnes and up to 34 tonnes			

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Grade 6	408.90	142.00	550.90
<p>Driver Rigid Vehicle and heavy trailer combination with more than 3 axles and a GCM greater than 22.4 tonnes – over 16 tonnes up to 21 tonnes capacity          Mobile Crane lifting up to 15 tonnes</p> <p>Driver Rigid Vehicle and heavy trailer combination with more than 3 axles and a GCM greater than 22.4 tonnes – over 21 tonnes capacity          Mobile Crane lifting over 15 tonnes up to 20 tonnes</p> <p>Driver Articulated Vehicle with more than 3 axles and a GCM greater than 22.4 tonnes – capacity up to 22 tonnes          Driver Articulated Vehicle with more than 3 axles and a GCM greater than 22.4 tonnes – capacity over 22 tonnes          Driver mobile crane lifting over 20 tonnes up to 25 tonnes          Driver mobile crane lifting over 20 tonnes up to 25 tonnes          Driver Low Loader with GCM up to and including 43 tonnes</p>			
Grade 7	416.60	144.00	560.60
<p>Driver Double Articulated Vehicle up to and including 53.4 tonnes GCM (includes B-doubles)          Driver Low Loader with GCM exceeding 43 tonnes</p>			

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Grade 8	435.70	144.00	579.70
Driver Mobile Crane lifting between 25 tonnes and 35 tonnes Driver Rigid Vehicle and trailer(s) or Double Articulated exceeding 53.4 tones GCM (includes B-doubles) – capacity up to 35 tonnes Driver Mobile Crane lifting between 35 tonnes and 45 tonnes Driver Rigid Vehicle and Trailer or double articulated exceeding 53.4 tonnes GCM but not exceeding 94 tonnes GCM (includes B-doubles) – capacity over 35 tonnes Driver Mobile Crane lifting between 45 and 50 tonnes Driver Multi-Axle Trailing Equipment up to 70 tonnes capacity			

**PROVIDED** that an employee driving multi-axle trailing equipment up to 70 tonnes as at 14 August 1990 shall receive 18 per cent in addition to the rate for Grade 8

Grade 9	447.10	144.00	591.10
Driver Mobile Crane lifting in excess of 50 tonnes Driving Gantry Crane Driving a Rigid Vehicle with trailer combinations or Articulated Vehicle with trailer combinations exceeding 94 tonnes GCM			
Grade 10	462.50	142.00	604.50
Multi-axle Trailing Equipment between 70 tonnes and 100 tonnes capacity			

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**PROVIDED** that an employee driving multi-axle trailing equipment between 70 tonnes and 100 tonnes capacity as at 14 August 1990 shall receive seven per cent in addition to the rate for Grade 10

For each additional 10 tonnes of capacity or part thereof an extra \$12.00 (as part of the weekly wage rate for all purposes) up to 150 tonnes shall be payable

For each additional 10 tonnes of capacity or part thereof and extra \$11.40 (as part of the weekly wage rate for all purposes) up to 200 tonnes shall be payable.

For work performed in excess of 200 tonnes of capacity and up to 300 tonnes an additional payment of \$11.15 per day (as part of the weekly wage rate for all purposes) to be added to the 200 tonne rate

(b) Table of Further Additional Amounts

An employee required to perform any work described in the table set out hereunder shall be paid in addition to the appropriate weekly wage rate the amount prescribed herein for such work.

Items Previously Considered for Adjustment on Economic Grounds

(i)	Leading hands in charge of:	Per Week \$
	Not less than 3 and not more than 10 employees	23.90
	More than 10 and not more than 20 employees	35.90
	More than 20 employees	45.50

**PROVIDED** that this item shall not apply to leading loader

(ii) Any employee required to drive a motor vehicle in excess of 16.8 metres in length shall receive an additional \$2.25 per day or part thereof

(iii) Any employee required to drive a motor vehicle with a truck

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loading crane mounted on the vehicle shall receive an additional \$2.25 per day.

- (iv) Any employee required to drive a motor vehicle in excess of 3.5 metres in width or transport a load in excess of that width shall receive an additional \$2.25 per day.
- (v) Employee who is a recognised furniture carter engaged in removing and/or delivering furniture. 13.40
- (vi) Employee who is a recognised livestock carter carting livestock 13.40
- (vii) Employee driving sanitary vehicle 15.00
- (viii) Employee driving vehicle collecting garbage 12.10
- (ix) Driver required to act as salesperson of goods in his/her vehicle 2.50
- (x) Driver-salesperson 11.00

Note: no employee shall be entitled to receive in any one week both the additional amounts set out in items (g) and (h) of this subclause.

- (xi) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers an extra \$1.55 per day or part thereof.
- (xii) Employee carting, loading and/or unloading offensive material 1.50

**PROVIDED** that a higher amount for any load or quantity that is particularly offensive may be fixed.

- (xiii) Employee carting, loading and/or unloading dirty material, an extra \$0.31 per hour
- (xiv) Employee who is required to cart tar (other than in sealed containers) for immediate spreading upon streets, tar in unsealed containers, or tarred material for spreading upon streets; and/or who spreads either of them upon streets, an extra 2.40
- (xv) Coffin allowance - employees required to handle coffins containing human remains shall be paid an amount of \$2.03 for each coffin handled

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(xvi) Employee handling money

For any amount handled:

Up to \$20	0.90
Up to \$20 but not exceeding \$200	2.40
Over \$200 but not exceeding \$600	3.90
Over \$600 but not exceeding \$1000	5.00
Over \$1000 but not exceeding \$1200	7.10
Over \$1200 but not exceeding \$1600	11.00
Over \$1600 but not exceeding \$2000	12.40
Over \$2000	14.20

**Note:** Where a higher further additional amount becomes payable under any item of this subclause number (iv), (v), (vi), (ix), (x), (xi) or (xii), it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.

DIVISION B - REFUSE COLLECTION, TRANSPORT AND DISPOSAL

This clause covers the industry and callings in or in connection with the collection and/or transportation and/or handling of any waste or any material whatsoever (be it solid or liquid, organic, biological, medical, raw or natural, wholly or partly manufactured, decomposed or partly decomposed or in any other state or form) for the purpose of disposal to transfer stations, landfill, incinerators, recycling depots or yards or terminals, treatment plants, compost facilities, etc. or for the purposes of recycling and/or re-use.

(a) Table of Weekly Wage Rates

	Base Rate \$	Safety Net Adjustment \$	Weekly Wage Rate \$
(1) General Attendant	359.20	142.00	501.20
(2) Domestic Offsider Sanitary Offsider Refuse treatment and/or handling and/or disposal facility attendant	374.50	142.00	516.50

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(3)	Liquid Waster Driver of vehicle up to 14 tonnes GVM Driver (not elsewhere included) or vehicle up to 14 tonnes GVM excepting compaction units) Trainee Driver Refuse treatment and/or handling and/or disposal facility operator	382.20	142.00	524.20
(4)	Driver of vehicle with loading crane (Hiab) Driver of Road Sweeper Furnace operator Incinerator Operator Operator of earth moving plant up to and incl 150 BHP	393.70	142.00	535.70
(5)	Driver of vehicle exceeding 14 tonnes GVM and up to 30 tonnes GVM being: - Rear end loading vehicles - roll on/roll off vehicles - side lift vehicles - liquid waste rigid vehicles Trainee Driver of front lift vehicle Operator of earthmoving plant over 150 BHP Lift on, Skip or Morrell Operator	401.30	142.00	543.30
(6)	Driver of articulated vehicle Driver/operator (S.O.L.O System) Driver of rigid vehicle exceeding 30 tonnes GVM Driver of front lift vehicle	416.70	144.00	560.70
(7)	Driver/Instructor (all systems) Leading Hand	466.30	142.00	608.30

(b) Specialist Industry Allowance

- (i) Employees shall receive in addition to Clause 8 – Wage Rates Division B(a) Table of Weekly Wage Rates, Base Wage Rate and Safety Net Adjustment an industry allowance of \$60.30 per week.
- (ii) This allowance is paid for all purposes of this award.

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(iii) The specialist industry allowance is payable to all employees covered by this award. It is paid in total recognition of the unique features associated with the waste industry. These features include but are not restricted to the requirement:

- to work in areas regarded as unusually offensive and obnoxious;
- to handle obnoxious waste;
- to work in the open in all weather variables;
- to be able to adapt to and handle hydraulic lifting apparatus and compaction units associated with waste vehicles;
- to work at times with waste product which has the potential to be dangerous and therefore the requirement to abide by correct safe operating procedures including the wearing of protective safety equipment.

These industry features may vary from workplace to workplace and between individual functions within the waste industry.

(iv) The specialist industry allowance can be absorbed to the extent of any existing overaward payments.

(c) Additional amounts for employees handling money	\$
Up to \$20	1.00
Over \$20 but not exceeding \$200	1.90
Over \$200 but not exceeding \$600	3.70
Over \$600 but not exceeding \$1000	4.90
Over \$1000	6.70
Footwear Allowance	\$1.97 per week

#### DIVISION C - SUPPORTED WAGE SYSTEM

(a) Eligibility Criteria

Subject to this division an employer may engage employees at a supported wage rate (as set out in subclause (c) of this division) who meet the impairment criteria for receipt of a Disability Support Pension and who, because of their disability, are unable to perform the range of duties to the competence level normally required for the class of work for which they are engaged.

**PROVIDED** that this division does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.



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**PROVIDED FURTHER** that this division does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under Section 10 or under Section 12A of the above Act, or if a part only has received recognition, that part.

(b) For the purposes of this division:

**'Accredited Assessor'** means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

**'Assessment instrument'** means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

**'Disability Support Pension'** means the pension available under the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.

**'Supported Wage System'** means the Commonwealth Government System to promote employment for people who cannot work at full award wages because of a disability.

(c) Supported Wage Rates

Employees to whom this division applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed Capacity (Subclause (d))	% of Prescribed Award Rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

**PROVIDED** that the minimum amount payable shall be not less than \$61 per week.

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(d) Assessment of Capacity

For the purpose of establishing the percentage of the award rate to be paid to a supported wage employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

- (i) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;
- (ii) the employer and an accredited Assessor from a panel agreed by the parties to the award and the employee.

(e) Lodgment of Assessment Instrument

- (i) All assessment instruments under the conditions of this division, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Tasmanian Industrial Commission.
- (ii) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar of the Tasmanian Industrial Commission to the union by certified mail and shall take effect unless an objection is notified to the Registrar of the Tasmanian Industrial Commission within 10 working days.

(f) Review of Assessment

The assessment of the applicable percentage shall be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(g) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the supported wage provisions of this division shall be entitled to the same terms and conditions of employment as all other workers covered by this award who are paid on a pro rata basis.

(h) Workplace Adjustment

An employer wishing to employ a person under the provisions of this division shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

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(i) Trial Period

- (i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this division for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.
- (ii) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined in accordance with subclauses (d) and (e).
- (iii) The minimum amount payable to the employee during the trial period shall be no less than \$61 per week or such greater amount as is agreed from time to time between the parties.
- (iv) Work trials should include induction or training as appropriate to the job being trialed.

Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause (c) hereof.

DIVISION D - MINIMUM WAGE

(a) Minimum Wage

No employee shall be paid less than the minimum wage.

(b) Amount of Adult Minimum Wage

- (i) The minimum wage for full-time adult employees not covered by Division C - Supported Wage System is \$467.40 per week.
- (ii) Adults employed under a supported wage system clause shall continue to be entitled to receive the wage rate determined under that clause. Provided that such employees shall not be paid less than the amount determined by applying the percentage in the supported wage system clause applicable to the employee concerned to the amount of the minimum wage specified in subclause (b)(i)
- (iii) Adults employed as part-time or casual employees shall continue to be entitled to receive the wage rate determined under the casual and part-time clauses of the award. Provided that such employees shall not be paid less than pro rata the minimum wage specified in subclause (b)(i) according to the number of hours worked.

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(c) How the Minimum Wage Applies to Juniors

- (i) The wage rates provided for juniors by this award continue to apply unless the amount determined under subclause (c)(ii) is greater.
- (ii) The minimum wage for an employee to whom a junior rate of pay applies is determined by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant amount in subclause (b)(i)

(d) Application of Minimum Wage to Certain Employees

Due to existing applicable award wage rates being greater than the relevant proportionate minimum wage, this clause will not apply to employees falling within the scope of the National Training Wage (Tasmanian Private Sector) Award and Trainees undertaking an apprenticeship.

(e) Application of Minimum Wage to Award Rates Calculation

The minimum wage:

- (i) applies to all work in ordinary hours;
- (ii) applies to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave, and for all other purposes of this award; and
- (iii) is inclusive of the arbitrated safety net adjustment provided by the July 2004 State Wage Case Decision (T11548 of 2004) and all previous safety net and state wage case adjustments.

## **9. ABSENCES FROM DUTY**

- (a) Where an employee is absent from duty (other than on annual leave, long service leave, public holidays, paid sick leave, workers' compensation, bereavement leave or jury service) he/she shall, for each day absent lose average pay for each such day calculated by dividing his/her average weekly wage rate by five.

An employee who is absent for part of a day shall lose average pay for each hour he/she is absent by dividing his/her average weekly wage rate by 38.

- (b) An employee so absent from duty will not accrue the entitlement for a normal rostered day off provided for in Clause 24 - Hours of Work, paragraph (e)(i) of this award. The employee shall take his/her day off as rostered but shall be paid, in respect of the week during which the rostered day off is taken, his/her average weekly pay less an amount calculated according to the following formula:

No. of days absent during cycle x 0.4 hours x average weekly pay  
38

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Provided however that absence of less than 0.5 of a day shall not be counted for the purposes of this subclause.

- (c) An employee working under a roster system provided for under Clause 24 - Hours of Work, paragraph (e)(ii) of this award and absent from work without authorisation shall lose daily or hourly pay as the case may be, and shall not accumulate entitlement to a rostered day off and shall be paid during the week of his/her taking his/her rostered day off according to the following formula:

No. of days absent x daily accrual x average weekly pay entitlement  
38

Where daily accrual entitlement is:

- (i) two week cycle - 0.8 hours
- (ii) three week cycle - 0.533 hours

**PROVIDED** that absences of less than 0.5 of a day shall not be counted for the purposes of this subclause.

- (d) Where an employee takes long service leave, his/her entitlement to accrue towards a rostered day off shall cease. The employee shall not be entitled to a rostered day off during the period of long service leave. In lieu, the employee shall be paid the value of accrued entitlement outstanding to him on the last day of work prior to taking long service leave.

## **10. ACCIDENT MAKE UP PAYMENT**

- (a) This clause shall apply to all employees covered by this award and it shall apply only in respect of incapacity which results from any injury received on or after the date of operation.
- (b) The circumstances under which an employee shall qualify for accident make up payment shall be as prescribed hereunder:
- (i) An employer shall pay an employee accident make up payment where the employee receives an injury for which weekly payment or compensation is payable by or on behalf of the employer pursuant to the provisions of the *Workers' Compensation Act*, as amended from time to time.
  - (ii) **'Accident make up payment'** means a weekly payment of an amount being the difference between the weekly amount of compensation paid to the employee pursuant to the said *Workers' Compensation Act* and the employee's appropriate 38 hour award rate, or, where the incapacity is for a lesser period than one week, the difference between the amount of compensation and the said award rate for that period.

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- (iii) An employer shall pay, or cause to be paid, accident make up payment during the incapacity of the employee within the meaning of the said appropriate Act until such incapacity ceases or until the expiration of a period of 39 weeks from the date of injury, whichever event shall first occur.
- (iv) The liability of the employer to pay accident make up payment in accordance with this clause shall arise as at the date of the injury or accident in respect of which compensation is payable under the said Acts, and the termination of the employee's employment for any reason during the period of any incapacity shall in no way affect the liability of the employer to pay accident make up payment as provided in this clause.
- (v) In the event that the employee received a lump sum in redemption of weekly payments under the Acts, the liability of the employer to pay accident make up payment as herein provided shall cease from the date of such redemption.
- (vi) An employer may at any time apply to the Tasmanian Industrial Commission for exemption from the terms of this clause on the grounds that an accident make up payment scheme proposed and implemented by that employer contains provisions generally not less favourable to his/her employees than the provisions of the clause.

## **11. ANNUAL LEAVE**

### (a) Period of Leave

A period of 28 consecutive days leave shall be allowed annually to an employee after 12 months continuous service (less the period of annual leave) as an employee on weekly hiring provided that leave shall accrue and be calculated on the basis of 2.923 hours for each five ordinary working days worked of continuous service.

- (b) (i) Such holidays or annual leave shall not include award holidays observed on working days but shall include all other non-working days.
- (ii) If any award holiday falls within an employee's period of annual leave and is observed on the day which, in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day, for each such holiday observed as aforesaid.
- (iii) Where an employee, without reasonable excuse, proof whereof shall be upon him/her, is absent from his/her employment on the working day or part of the working day prior to the commencement of his/her annual leave or fails to resume work at his/her ordinary starting time on the working day immediately following the last day of the period of his/her annual leave, the employee shall not be entitled to payment for the public holidays which fall within his/her period of annual leave.

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(c) Notice to be Given

At least 28 days notice shall be given to an employee as to when he/she is to commence his/her leave; and, if such notice be withdrawn by an employer, the employee, if he/she postpones his/her leave, shall be compensated by the employer for any reasonable out-of-pocket loss occasioned thereby.

(d) Time When Leave Should be Granted

- (i) Any leave to which an employee may become entitled hereunder shall be granted by the employer within four calendar months of its becoming due.

**PROVIDED** that if, because of circumstances over which he/she has no control, an employer considers it impossible for him to grant leave to any employee within the said period, he/she may by agreement with the union postpone such leave until a later date.

**PROVIDED FURTHER** that, in very exceptional circumstances, payment may be made for the whole or any part of the leave such as has been prescribed, provided that consent of the local branch of the union has been obtained.

- (ii) Where an employee has become entitled to annual leave hereunder, but leaves or is dismissed for any cause before such leave is granted to him, he/she shall be paid wages in lieu of such leave at the appropriate rate accrued under subclause (a) of this clause.

(e) Leave to be Given and Taken

The annual leave provided for by this clause shall be allowed and shall be taken, and except as provided in subclause (d) of this clause, payment shall not be made or accepted in lieu of annual leave. If an employer fails to grant leave within the period of any postponement thereof mentioned in subclause (d) of this clause, and is convicted on that ground for a breach of this award and the employee is not a consenting party to such failure, the employer shall, in addition to the wages payable under subclause (f) of this clause, also pay to such employee a further sum equal to the wages payable under paragraph (f)(ii) of this clause.

(f) Payment for Period of Annual Leave.

- (i) Each employee before going on leave shall be paid the wages he/she would have received in respect of the ordinary time he/she would have worked had he/she not been on leave during the relevant period.

Subject to paragraph (ii) of this subclause, each employee shall, where applicable, have the amount of wages to be received for annual leave calculated by including the following where applicable:

- (1) the rate applicable to him as prescribed by Clause 8 - Wage Rates and Clause 26 - Junior Employees of this award;

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- (2) subject to paragraph (g)(ii) of this clause the rate prescribed for work by Clause 24 - Hours of Work of this award according to the employee's roster or projected roster;
- (3) the rate payable pursuant to Clause 22 - Highest Function, of this award calculated on a daily basis which the employee would have received for ordinary time during the relevant period;
- (4) any other rate to which the employee is entitled in accordance with his/her contract of employment for ordinary hours of work; provided that this provision shall not operate so as to include any payment which is of a similar nature to or is paid for the same reasons as or is paid in lieu of those payments prescribed by Clause 8 - Wage Rates, Division A - General Cartage, subclause (b) - Table of Further Additional Amounts, paragraphs (xi), (xii), (xiii), (xiv) and (xv) and Clause 8 - Wage Rates, Division B - Refuse Collection, Transport and Disposal, subclause (a), paragraph (v) and Clause 31 - Overtime and Clause 43 - Travelling Allowance, of this award, nor any payment which might have become payable to the employee as reimbursement for expenses incurred.

(ii) Loading on Annual Leave

During a period of annual leave an employee shall receive a loading calculated on the rate of wage prescribed by subparagraph (f)(i)(1) of this clause.

The loading shall be as follows:

an employee who would have worked within the ordinary spread of hours prescribed under Clause 24 - Hours of Work, subclause (b) of this award only had he/she not been on leave a loading of 17.5 per cent.

(g) Leave in Advance

- (i) An employer may grant annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case, a further period of annual leave shall not commence to accrue until the expiration of the 12 months in respect of which annual leave had been taken before it accrued.
- (ii) Where leave has been granted to an employee pursuant to paragraph (i) of subclause (g) of this clause before the right thereto has accrued due, and the employee subsequently leaves or is discharged from the service of the employer before completing the 12 months continuous service in respect of which the leave was granted, the employer may, for each one complete month of the qualifying period of 12 months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in Clause 23 - Holidays, of this award.



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**PROVIDED** that, in cases where such leave is granted at the request of the employee, the employer may when making payment under subclause (f) - Payment for Period of Annual Leave of this clause withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

(h) Proportionate Payment on Termination

Proportionate payment shall be made to an employee on weekly hiring who after one month of continuous service in the first qualifying 12 monthly period:

- (i) leaves his/her employment, or his/her employment is terminated by his/her employer through no fault of the employee; or
- (ii) after 12 months continuous service with an employer leaves the employment of the employer or his/her employment is terminated by the employer for any reason;

and such payment shall be made on the basis of 2.923 hours for each five ordinary working days worked of continuous service, for which leave has not been granted under this clause, and shall be paid at the appropriate rate of wage prescribed by subclause (f) - Payment for Period of Annual Leave, of this clause.

(j) Calculation of Continuous Service

- (i) Continuity of service shall be deemed to be continuous notwithstanding:
  - (1) any interruption or determination of the employment by the employer if such interruption or determination has been made with the intention of avoiding obligations hereunder in respect of annual leave;
  - (2) any absence from work of not more than 14 days in 12 months on account of sickness or accident (proof whereof shall be on the employee);
  - (3) any absence on account of leave granted, imposed or agreed to by the employer; or
  - (4) any absence due to reasonable cause (including absences on account of sickness or accident of more than 14 days), proof whereof shall be on the employee.

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**PROVIDED** that in cases of personal sickness or accident or absence with reasonable cause, the employee, to become entitled to the benefit of this subclause, shall, if practicable, inform the employer in writing within 24 hours after the commencement of such absence of his/her inability to attend for duty and, as far as practicable, the nature of the illness, injury or cause and the estimated duration of his/her absence.

- (ii) In calculating a period of 12 months continuous service:
  - (1) (A) any annual leave taken therein; or
    - (B) any absences of the kind mentioned in subparagraphs (i)(1) and (i)(2) of this subclause shall be counted as part of such period;
  - (2) in respect of absences of the kind mentioned in subparagraphs (i)(3) and (i)(4) of this subclause, the employee shall serve such additional period as part of his/her qualification for annual leave as will equal the period of such absences;
  - (3) where an employee is absent from work for any cause whatever, the employer shall notify the employee within 14 days of the employee's return to work whether the employer regards such absence as breaking, either conditionally or unconditionally the continuity of service of such employee. If the employer does not give such notice within the said 14 days, such absence shall not be deemed to be such a break. The employer shall give the notification to the employee by having it delivered to such employee in writing.
- (k) For the purposes of this clause, a month shall be reckoned as commencing with the beginning of the first day of the employment, or period of employment, in question and as ending at the beginning of the day which, in the latest month in question, has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.
- (l) Successor or Assignee or Transmitttee

Where the employer is a successor or assignee or transmitttee of a business, if an employee was in the employment of the employer's predecessor at the time when he/she became such successor or assignee or transmitttee, the employee, in respect of the period during which he/she was in service of the predecessor, shall for the purpose of this clause be deemed to be in the service of the employer.

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(m) Annual Close Down

Where an employer bound by this award is required because of his/her contractual arrangements to cease operations because of the closing down of a plant or sections of a plant for the purposes of allowing annual leave, the following provisions shall apply:

- (i) he/she may, by giving to the employees concerned not less than one month's notice of his/her intention so to do, stand off for the duration of the close down all those employees concerned and allow to those who are not then qualified for a full entitlement to annual leave for 12 months, continuous service pursuant to subclause (a) of this clause paid leave on a proportionate basis at the appropriate rate of wage as prescribed by subclause (f) - Payment for Period of Annual Leave of this clause calculated on the basis of 2.923 hours for each five ordinary working days worked of continuous service;
- (ii) an employee who has then qualified for a full entitlement to annual leave for 12 months continuous service pursuant to subclause (a) of this clause and has also completed a further month or more of continuous service shall be allowed his/her leave, and shall subject to subclause (f) - Payment for Period of Annual Leave, of this clause, also be paid at the appropriate rate of wages as prescribed by subclause (f) - Payment for Period of Annual Leave, of this clause, calculated on the basis of 2.923 hours for each five ordinary working days worked of continuous service;
- (iii) the next 12 monthly qualifying period of each employee affected by such close down shall commence from the day on which the plant or section or sections concerned is re-opened for work;
- (iv) if in the first year of his/her service with an employer an employee is allowed proportionate annual leave under paragraph (i) of this subclause, and subsequently within such year leaves his/her employment or his/her employment is terminated by the employer through no fault of the employee, he/she shall be entitled to the benefit of subclause (h) of this clause, subject to adjustment for any proportionate leave which he/she may have been allowed as aforesaid.

(n) Broken Leave

The annual leave shall be given and taken in a continuous period; or if, because of special circumstances an employee requests an employer to grant his/her leave in two separate periods, the leave may be so granted, provided that the longer of the two periods shall be at least 14 consecutive days in the case of three weeks leave or 21 consecutive days in the case of four weeks leave.

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(o) Short-term Annual Leave

An employee may request and with the consent of the employer, take short-term annual leave not exceeding four days in any calendar year at a time or times separate from any of the periods determined in accordance with subclause (n) of this clause.

(p) If an employee falls sick on annual leave and produces at the time satisfactory medical evidence, he/she may be granted at a convenient time additional leave equivalent to the period of sickness falling within the annual leave, and such absence shall be recorded as sick leave.

(q) Rostered Day Off Falling During Annual Leave

Upon an employee taking annual leave, his/her work cycle in respect of which he/she becomes entitled to a weekly accrual for a rostered day off pursuant to Clause 24 - Hours of Work, paragraph (e)(i) of this award, shall be suspended and he/she shall not become entitled to further accrual until his/her return from leave. Upon resumption of work, the entitlement period for accrual shall resume and the employee shall be entitled to be rostered to take a day off, and shall so take a rostered day off upon completing the balance of the work cycle.

(r) Any disputes in respect of annual leave shall be immediately referred to and determined by the Tasmanian Industrial Commission.

## **12. ARTICLES OF CLOTHING**

(a) Where an employee is required by law or by his/her employer to wear any special uniform, cap, overall or other articles, it shall be supplied by the employer at no cost to the employee.

(b) (i) Where an employee is required by his/her employer to work continuously in conditions in which, because of their nature, his/her clothing would otherwise become saturated, the employer shall provide such employee with suitable protective clothing at no cost to the employee.

(ii) Where an employee is employed in the classification of 'greaser and cleaner', or is normally required to service vehicles, he/she shall be issued overalls without charge.

**PROVIDED** that this subclause shall not apply to employees who are required as an adjunct to their normal duties to check such things as vehicle oil, water and tyres.

**PROVIDED FURTHER** that such protective clothing shall remain the property of the employer, and that the employee shall be liable for the cost of replacement of any article of protective clothing which is lost, destroyed or damaged through the negligence of the employee.

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### **13. AWARD MODERNISATION**

- (a) The parties are committed to modernising the terms of the award so that it provides for more flexible working arrangements, improves the quality of working life, enhances skills and job satisfaction and assists positively in the restructuring process.
- (b) In conjunction with testing the new award structure, the union is prepared to discuss all matters raised by the employers for increased flexibility. As such any discussion with the union must be premised on the understanding that:
  - (i) The majority of employees at each enterprise must genuinely agree.
  - (ii) No employee will lose income as a result of the change.
  - (iii) The union must be party to the agreement, in particular, where enterprise level discussions are considering matters requiring any award variation, the union must be invited to participate.
  - (iv) The union will not unreasonably oppose any agreement.
  - (v) Agreements will be ratified by the Commission.
  - (vi) The disputes procedure will apply if agreement cannot be reached in the implementation process on a particular issue.
- (c) Should an agreement be reached pursuant to Clause 13 - Award Modernisation, subclause (b) at a particular enterprise and that agreement requires award variation, the parties will not oppose that award variation for that particular provision for that particular enterprise.
- (d) The parties agree that under this heading any award matter can be raised for discussion.
- (e) The parties agree that they will continue to meet with the aim of modernising the award.
- (f) At each enterprise, an employer, the employee and where appropriate the unions, shall establish a consultative mechanism and procedures appropriate to the size, structure and needs of that enterprise. Measures raised by the employer, employees and/or the unions for consideration shall be processed through that consultative mechanism and procedures.

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#### **14. AWARD TO BE EXHIBITED**

- (a) A copy of this award and any variation thereto shall, as soon as the official print is available, be posted by the employer in a prominent place where it is easily accessible to the employees.
- (b) After compliance with subclause (a) of this clause, the award and any variations thereto shall be kept posted at least every six months.

#### **15. BEREAVEMENT LEAVE**

- (a) An employee shall be entitled to a maximum of two days leave without loss of pay on each occasion and on production of satisfactory evidence of the death wheresoever it may occur of the employee's husband, wife (which expression shall include a de facto husband or wife), father, mother (which expression shall include foster father or foster mother as the case may be) brother, sister, child (including step-child), grandfather, grandmother, father-in-law, mother-in-law.
- (b) Where an employee would otherwise become entitled to bereavement leave pursuant to the provisions of subclause (a) of this clause, but such day or days occur on a day or days rostered for the employee to take off pursuant to Clause 24 - Hours of Work paragraph (e)(i) of this award, he/she shall not be entitled to bereavement leave, nor will his/her bereavement leave entitlement be reduced as a result of his/her taking bereavement leave on that day.

#### **16. CHANGE (MONEY)**

Where an employer requires an employee to give change to clients, such change shall be supplied by the employer.

#### **17. COMMITMENT**

- (a) The parties will negotiate to ensure that as part of a service industry transport companies operate as flexibly as possible in order to meet customer demand.
- (b) Employees within each grade are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (c) Subject to agreement at enterprise level, employees are to undertake training for the wider range of duties and for access to higher classifications.
- (d) The parties will not create barriers to advancement of employees within the award structure or through access to training.
- (e) The parties accept in principle that classifications will be more based on gross vehicle mass.

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- (f) The parties will cooperate in the transition from the old structure to the new structure in an orderly manner without creating false expectations or disputation.

## **18. CONTRACT OF EMPLOYMENT**

### (a) Weekly Employment

- (i) An employer shall definitely state to an employee at the time of engagement whether such engagement is on weekly hiring or on casual hiring. Failing such statement, the employee shall be deemed to be engaged on weekly hiring.
- (ii) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases all moneys due shall be paid to the employee forthwith.
- (iii) An employee not attending for duty shall, except as provided by Clause 10 - Accident Make Up Payment, Clause 11 - Annual Leave, Clause 15 - Bereavement Leave, Clause 23 - Holidays and Clause 37 - Sick Leave of this award, lose his/her pay for the actual time of such non attendance.
- (iv) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday, but the employer expressly or impliedly allows the employee to believe that he/she is to resume work not later than one week after New Year's Day or Easter Monday, as the case may be, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.
- (v) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.
- (vi) Notice to terminate the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his/her engagement will or will not be terminated by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.
- (vii) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this award, provided that such duties are not designed to promote deskilling.
- (viii) An employer may direct an employee to carry out such duties and use such tools and equipment as may be required, provided that the employee has been trained in the use of such tools and equipment.

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- (ix) Any direction issued by an employer pursuant to paragraphs (vii) and (viii) shall be consistent with the employer's responsibilities to provide a safe and healthy working environment.
  - (x) An employer requiring employees to undertake medical checks during a term of employment or who requires persons seeking employment, to undertake a medical check as part of an interview process, shall reimburse all medical costs not recoverable from a health fund by the employee or persons seeking employment.
- (b) Casual Employment
- (i) A casual employee shall be notified at the end of that day if his/her services are not required next working day; failing such notice, a full day's wage shall be paid for the next working day.
  - (ii) A casual employee, for working ordinary time, shall be paid per hour one thirty-eighth of the sum of the weekly wage rate prescribed by this award, plus 20 per cent, for the work which he/she performs. A minimum payment as for four hours shall be paid.
  - (iii) A casual employee for working overtime or outside ordinary hours shall be paid per hour one thirty-eighth of the weekly wage rate prescribed by this award at the appropriate overtime rates, plus 10 per cent of his/her ordinary time earnings for the work which he/she performs.
  - (iv) A casual employee shall not be entitled to the benefits of Clause 11 - Annual Leave, Clause 15 - Bereavement Leave, Clause 23 - Holidays, Clause 27 - Jury Service or Clause 37 - Sick Leave of the award.

## **19. FIRST AID ALLOWANCE**

An employee holding a current first aid qualification from St. John Ambulance, Red Cross or similar body and appointed by his/her employer to perform first aid duty shall be paid in addition to his/her wages \$7.90 for any week he/she is so appointed. The employer will reimburse the cost of fees for any courses necessary for any employee covered by this clause to obtain, and maintain current, the appropriate first aid qualification

## **20. GEAR TO BE PROVIDED**

The employer shall provide all gear necessary for the loading and unloading of vehicles and securing of loads thereon.

## **21. HEAVY ARTICLES**

An employee unaided by proper auxiliary appliances or by another person shall not be permitted to lift or carry goods over 70 kilograms in weight.



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## **22. HIGHEST FUNCTION**

Where an employee is called upon to perform two or more classes of work on any one day he/she shall, for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his/her working time on that day at the class for which the highest rate of wage is prescribed.

**PROVIDED** that an employee shall not be transferred to perform a class of work providing a lesser minimum rate of wage than that at which he/she is usually employed, unless he/she is given a week's notice.

Notwithstanding any other provisions of this award, on any day on which an employee covered by this award is engaged in the cartage or distribution of petrol or petroleum products from refineries, terminals or depots of distributors covered by the Fuel Merchants Award as varied from time to time, he/she shall be paid for each day at the rate of pay prescribed by this award, or the rate of pay prescribed by the Fuel Merchants Award whichever is the higher rate.

## **23. HOLIDAYS**

- (a) An employee on weekly hiring shall be entitled, without deduction of pay, to the holidays observed in respect of:

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Birthday of the Sovereign, Labour Day, Christmas Day, Boxing Day, Easter Saturday and Regatta Day (in Southern Tasmania) and on Recreation Day (in Northern Tasmania).

- (b) No weekly employee who has, without the consent of his/her employer and without reasonable cause, absented himself from his/her employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

- (c) (i) For all time worked by a weekly employee on such holidays, payment shall be made at the following rates:

on Good Friday and the Christmas Day holiday - double time;

on any other holiday - ordinary time and a half.

The minimum payment shall be as for four hours work.

- (ii) Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

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**PROVIDED** that, if an employee is required to work on a holiday other than Good Friday and Christmas Day during hours which, if the day were not a holiday, would be outside the range of ordinary working time as mentioned in Clause 11 - Annual Leave of this award, he/she shall be paid for such hours at double time and a half, instead of the ordinary time and a half as hereinbefore provided in this subclause. Provided further that he/she shall be paid treble time for all overtime worked on Good Friday and Christmas Day.

- (d) (i) For all time worked by a casual employee on such holidays, payment shall be made at the following rates:
- on Good Friday and the Christmas Day holiday - treble time;
- any other holiday - double time and a half.
- (ii) The minimum payment shall be as for four hours work. As well as the payment prescribed in this subclause, the additional rate prescribed by Clause 18 - Contract of Employment of this award shall be paid.
- (e) Where a weekly employee is entitled to any holiday prescribed by this clause, his/her employer shall notify such employee on the working day immediately preceding such holiday if his/her services are required thereon, and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.
- (f) If an employer intends to carry on business on a day generally observed as a holiday although not prescribed as such in this award, he/she shall not be entitled to make a deduction from the wages of any weekly employee who fails to present himself for duty on that day unless he/she shall have given the employee notice of his/her intention to carry on business on that day.
- (g) For the purpose of subclause (a) of this clause, eight hours shall be deemed to be a day's pay.
- (h) No employee shall be dismissed by an employer for the express purpose of avoiding payment for a holiday as prescribed by this clause.
- (i) Where in the State or a locality within the State an additional public holiday is proclaimed or gazetted by the authority of the Commonwealth Government or of the State Government and such proclaimed or gazetted holiday is to be observed generally by persons throughout the State or a locality thereof, other than by those covered by Federal awards, or when such a proclaimed or gazetted day is, by any required judicial or administrative order, to be so observed, then such day shall be deemed to be a holiday for the purposes of this award, for employees covered by this award who are employed in the State or locality in respect of which the holiday has been proclaimed or ordered as required.

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## **24. HOURS OF WORK**

- (a) The ordinary hours of work shall be an average of 38 per week to be worked on one of the following bases:
  - (i) 38 hours within a work cycle not exceeding seven consecutive days; or
  - (ii) 76 hours within a work cycle not exceeding 14 consecutive days; or
  - (iii) 114 hours within a work cycle not exceeding 21 consecutive days; or
  - (iv) 152 hours within a work cycle not exceeding 28 consecutive days.
- (b) Subject to the exemptions hereinafter contained, the ordinary hours of work shall not exceed eight hours per day and shall be worked each continuously (except for meal breaks) on any day Monday to Friday between the hours of 5.30am and 6.30pm.
- (c) The spread of ordinary hours may be altered in any depot, yard or garage by agreement between an employer and the Branch Secretary of the union.
- (d) In addition, the times within which ordinary hours of work may be performed shall not apply to:
  - (i) newspaper deliveries: where for the sole purpose of transport and delivery of daily newspapers;
  - (ii) meat deliveries: where for the sole purpose of loading, transport and delivery of butcher's meat from abattoirs or meatworks and such meat is to be used for human consumption;
  - (iii) live poultry: where for the sole purpose of loading, transport and delivery of live poultry from poultry farms to poultry processing plants;
  - (iv) a driver employed at a fish, fruit or vegetable store.

**PROVIDED** in lieu of the times mentioned in subclause (b) of this clause an employer may require an employee to commence his/her ordinary hours of work between 12.01am and 6.00am (Monday to Friday inclusive) but not otherwise and in which case the weekly wage rate of such employee shall be increased by 30 per cent.

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(e) Ordinary hours of work shall be worked by either of the following:

(i) Providing for a Normal Rostered Day Off

- (1) By employees working to a roster drawn up in each depot, yard or garage providing for 19 days each of eight hours over a continuous four week period.
- (2) Each employee shall take his/her rostered day off in accordance with the roster.
- (3) Rostered days off may be accumulated to a maximum of 10 days over a 40 week period.

Rosters shall be fixed in advance by mutual agreement between the employer and the employee and shall not be altered unless exceptional circumstances arise.

- (4) In those arrangements where rostered days off are not accumulated, an employer may, due to operational requirements, require an employee not to take his/her rostered day off during the period it accrues. In this event, a replacement rostered day off shall be taken on the following basis:
  - (A) where the rostered day off not taken was either a Friday or a Monday, the next practicable Friday or Monday shall be taken as a replacement rostered day off;
  - (B) where the rostered day off not taken was a Tuesday, Wednesday or a Thursday, the replacement rostered day off shall be taken on the first practicable day available for the taking of such replacement rostered day off.
- (5) Otherwise an employee's normal rostered day off may be changed during the currency of a roster period by agreement between the employer and such employee. In the absence of such agreement 48 hours notice of such alteration shall be given to the employee.
- (6) Calculation of Payment

Payment shall be for seven hours 36 minutes per day with accrual as entitlement for a rostered day off being made on the basis of a 19 day period where an employee works 152 hours within a work cycle not exceeding 28 consecutive days at 24 minutes per day.
- (7) An employee whose rostered day off occurs on a pay day shall be paid his/her wages on his/her next ordinary working day following his/her rostered day off.

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- (8) Where an employer is required to serve a particular industry or plant or section thereof and there has been a cessation of operations resulting from annual close down, industrial action, compulsory closure as a result of a legislative direction, other circumstances beyond the control of the employer or, in the event of machinery or plant breakdown, such employer may require his/her employees to take a rostered day or days off to coincide with the day or days that the operations closed, up to a maximum of five days.

In this event a rostered day or days off which would normally become due to the employee shall not become so due for the number of days taken pursuant to the provisions of this subparagraph.

**PROVIDED** that an employee disadvantaged in terms of leisure time by a rostered day or days off normally falling on a Friday or a Monday being required to be taken on a Tuesday, Wednesday or Thursday, then such employee shall be rostered to take a Friday or Monday off on the earliest practicable opportunity upon his/her normal roster being resumed.

- (ii) Providing for Other than a Normal Rostered Day Off

- (1) Provided agreement has been reached between the employer and the Branch Secretary of the union:

- (A) where an employer is required to service a particular industry or plant or section thereof which is operating under arrangements for a reduced working week other than that provided for in subparagraph (e)(i)(1) of this clause, the employer may arrange the hours of work of an employee to be applicable to that particular industry or plant, or section thereof.

In the event that such arrangement of hours of work result in an employee being granted one rostered day off in any period of 14 consecutive days, then the employee may be required to work pursuant to a roster providing for nine days each of eight hours 26 minutes over a continuous two week period.

In the event that such arrangement of hours of work result in an employee being granted one rostered day off in any period of 21 consecutive days, then the employee may be required to work pursuant to a roster providing for 14 days each of eight hours eight minutes over a continuous three week period;

**PROVIDED** the ordinary hours of work shall not exceed an average of 38 hours per week;

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- (B) where an employer can show that his/her business is likely to be severely disrupted or he/she is likely to suffer hardship as a result of the introduction of the reduced working week on the basis provided in paragraph (e)(i) of this clause, such employer may introduce a reduced working week for his/her employees upon the basis provided in subparagraph (e)(ii)(2) of this clause.
- (2) In the event of any of the following circumstances prevailing:
- (A) where an employer either engages 20 employees or less or operates 15 vehicles or less pursuant to the provisions of this award at a particular yard, depot or garage;
  - (B) where an employer has entered into arrangements with a client for the provision of transport services on a permanent basis extending over each of the five days of each week, Monday to Friday inclusive and where such arrangements would be prejudiced by the requirement that rostered days off be taken on any day or all of such days of the week;
  - (C) where the operations being performed by the employer are such that it is necessary for particular employees to work five days of each week, Monday to Friday inclusive, and where such operations would be prejudiced by the requirement that a rostered day off be taken on any or all of such days;

the employer may require his/her employees to work ordinary hours over five days, Monday to Friday inclusive, of not more than seven hours 36 minutes continuously (except for meal breaks).

- (3) (A) Where an employer is required to service a particular industry or plant or section thereof and there has been a cessation of operations resulting from annual close down, industrial action, compulsory closure as a result of a legislative direction, other such circumstances beyond the control of the employer or in the event of machinery or plant breakdown, such employer may require his/her employees to take a rostered day or days off to coincide with the day or days that the operations are closed, up to a maximum of five days.
- (B) An employer may require his/her employees to work additional periods of ordinary hours of work up to a maximum of eight ordinary hours of work per day in order to restore any deficiency of hours arising from the taking of a rostered day or days off pursuant to the preceding subparagraph and at least 24 hours notice of such variation or change to the ordinary hours of work of the particular employee or employees concerned shall be given through the

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posting of a notice of the intended change at the yard, depot or garage concerned.

- (4) **PROVIDED** that, in the event that special or extraordinary circumstances exist, including, but not limited to, the location where the work is performed, an employer may implement for employees, provisions for hours of work on the basis of a roster within a work cycle other than 28 consecutive days upon which a fixed day for all employees, or various days, shall be a rostered day off during the particular cycle.

In the event that an employee is rostered to take one day off in each 14 continuous day cycle, then such employee may be required to work pursuant to a roster providing for nine days each of eight hours 26 minutes over such continuous two week period.

In the event that an employee is rostered to take one day off in each 21 continuous day cycle, then such employee may be required to work pursuant to a roster providing for 14 days each of eight hours eight minutes over such continuous three week cycle.

**PROVIDED FURTHER** that the ordinary hours of work shall not exceed an average of 38 hours per week.

**PROVIDED ALWAYS** that in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any day, the arrangement of hours shall be subject to the agreement of the employer and the Branch Secretary of the union.

- (5) If required, employees shall comply with reasonable and lawful orders of the employer as to working overtime including the working of overtime on Saturday.

## **25. HOUSING**

- (a) Any employee required by his/her employer to live at a depot, yard or garage shall be provided with suitable accommodation free of cost.
- (b) If an employer provides housing accommodation for an employee and his/her family, and requires the employee to live there, the employer shall be entitled to charge a rent not exceeding \$2.60 per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

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## **26. JUNIOR EMPLOYEES**

- (a) Notwithstanding anything contained elsewhere in this award, the minimum rate to be paid to junior employees is as follows:

Under 19 years of age:

70 per cent of the total wage payable to an adult for the class of work performed in the area in which it is performed;

19 years and under 20 years of age:

80 per cent of the total wage payable to an adult for the class of work performed in the area in which it is performed;

20 years of age:

the full rate payable to an adult employee for the class of work performed in the area in which it is performed.

- (b) No junior employee under 18 years of age shall be permitted to have sole charge of a motor vehicle.
- (c) Junior employees shall not be employed by any employer in a greater proportion than one junior employee to every five drivers receiving adult wages.

**PROVIDED** that by agreement between the Branch Secretary of the union and the employer the proportion of junior employees employed in any one depot may be increased to not more than one junior employee to every three employees receiving the adult rate.

- (d) Where a junior employee aged 18 years or more is required to drive a motor vehicle and is in sole charge thereof, he/she shall be paid the adult rate assigned to the class of driving work that he/she is required to perform.

## **27. JURY SERVICE**

- (a) A weekly employee required to attend for jury service during ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of attendance for such jury service and the amount of wage the employee would have received in respect of the ordinary time he/she worked had the employee not been on jury service.
- (b) An employee shall give his/her employer at least five days notice of the date upon which he/she is required to attend for jury service. Further, the employee shall give his/her employer evidence of attendance, the duration of such attendance and the amount received in respect of such attendance.



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**PROVIDED** that in those States that provide by legislation for jury service make up payment, the amount so provided be deducted from the amount to be made up by the employer as specified in subclause (a) of this clause. An employee shall lose his/her right to an accrual to a rostered day off when on jury service.

## **28. LOG BOOKS**

Where a weekly employee is required to possess a log book, the cost of such book shall be reimbursed by the employer.

## **29. MEAL TIMES**

- (a) An employee shall be allowed a regular meal break during his/her ordinary hours of work except where unforeseen extraordinary circumstances arise which make the allowance of the regular meal break impracticable.

The meal break shall:

- (i) be of a regular duration of not more than one hour or less than 30 minutes;
- (ii) commence not earlier than 3½ hours after an employee's fixed starting time of the ordinary hours of work;
- (iii) commence not later than 5½ hours after an employee's fixed starting time of the ordinary hours of work.

**PROVIDED** that in respect of paragraphs (ii) and (iii) above, where it is reasonable and practicable, the meal break shall be arranged to be in balance with the ordinary hours of work;

- (iv) if the meal break is not so allowed, all time worked after the commencement time of the regular meal break until a break without pay for a meal time is allowed, shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.
- (b) Where an employee is required to work overtime for two hours or more after working ordinary hours he/she shall be allowed a crib break of 20 minutes before commencing overtime work and thereafter upon completing each four hour period until the overtime work is finished and such crib breaks shall be paid for at the ordinary rate.

An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand.

**PROVIDED** that the employer shall not be required to make any payment in respect of any time allowed in excess of 20 minutes.

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- (c) An employee required to work overtime for two hours or more shall either be supplied with a meal by the employer or paid \$12.70 for each meal required to be taken.

An employee required to commence work two hours or more prior to his/her normal starting time shall be paid a meal allowance of \$12.70.

- (d) Notwithstanding anything contained in this clause, an employee shall not be required or permitted to work longer than 5½ hours without a break for a meal.

### **30. NO REDUCTION IN WAGES**

Nothing in this award shall in itself operate to reduce the rate of pay for any classifications in existence at the commencing date of this award.

### **31. OVERTIME**

- (a) An employer may require an employee to work reasonable overtime at overtime rates, and such employee shall work in accordance with such requirement.
- (b) For all work done outside ordinary hours, the rate of pay shall be time and a half for the first two hours and double time thereafter, such double time to continue until the completion of the overtime work.

**PROVIDED** that in Clause 8 - Wage Rates, Division A - General Cartage, subclause (b) - Table of Further Additional Amounts, paragraphs (xi), (xii), (xiii), (xiv) and (xv) shall not be subject to the increased rates of pay hereinbefore referred to.

Except as provided in this subclause or subclause (c) of this clause, in computing overtime each day's work shall stand alone.

- (c) Rest Period After Overtime

When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least 10 consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his/her ordinary work on one day and the commencement of his/her ordinary work on the next day that he/she has not at least 10 consecutive hours off duty between those times shall, subject to this subclause, be released after completion of such overtime until he/she has had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absences.

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If, on the instruction of his/her employer, such an employee resumes or continues work without having had such 10 consecutive hours off duty, he/she shall be paid at double time rates until released from duty for such period, and shall then be entitled to be absent until he/she has had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

(d) Call Back

(i) An employee recalled to work overtime after leaving his/her employer's depot, yard or garage (whether notified before or after leaving the depot, yard or garage) shall be paid for a minimum of four hours work at the appropriate rate for the first time he/she is so recalled and a minimum two hours for each subsequent recall.

**PROVIDED** that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full four hours if the job he/she was recalled to perform is completed within a shorter period. This subclause shall not apply in cases where it is customary for an employee to return to his/her employer's premises to perform a specific job outside his/her ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

(ii) Overtime worked in circumstances specified in this subclause shall not be regarded as overtime for the purposes of subclause (c) of this clause where the actual time worked is less than four hours on such recall or on each of such recalls.

(e) Saturday Work

An employee required to work overtime on a Saturday shall be afforded at least four hours work, or be paid for four hours at the appropriate rate, except where such overtime is continuous with overtime commenced on the day previous.

(f) Standing By

Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a callback, an employee required to hold himself in readiness for work after ordinary hours shall, until released, be paid standing-by time at ordinary rates from the time from which he/she is so told to hold himself in readiness.

(g) Transport of Employees

When an employee, after having worked overtime, finishes work at a time when reasonable means of transport are not available, the employer shall provide him/her with a conveyance to his/her home, or pay him his/her current wage for the time reasonably occupied in reaching his/her home.

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## **32. PARENTAL LEAVE**

Subject to the terms of this clause employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

### **PART A - MATERNITY LEAVE**

(a) Nature of Leave

Maternity leave is unpaid leave.

(b) Definitions

For the purpose of this part:

**'Child'** means a child of the employee under the age of one year.

**'Continuous service'** means service under an unbroken contract of employment and includes:

- (i) any period of leave taken in accordance with this clause;
- (ii) any period of part-time employment worked in accordance with this clause; or
- (iii) any period of leave or absence authorised by the employer or by the award.

**'Employee'** includes a part-time employee but does not include an employee engaged upon casual or seasonal work.

**'Paternity leave'** means leave of the type provided for in Part B - Paternity Leave.

**'Spouse'** includes a de facto or a former spouse.

(c) Eligibility for Maternity Leave

- (i) An employee who becomes pregnant, upon production to her employer of the certificate required by subclause (d) hereof, shall be entitled to a period of up to 52 weeks maternity leave provided that such leave shall not extend beyond the child's first birthday. This entitlement shall be reduced by any period of paternity leave taken by the employee's spouse in relation to the same child and apart from paternity leave of up to one week at the time of confinement shall not be taken concurrently with paternity leave.
- (ii) Subject to subclauses (f) and (i) hereof the period of maternity leave shall be unbroken and shall, immediately following confinement, include a period of six weeks compulsory leave.

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(iii) The employee must have had at least 12 months continuous service with that employer immediately preceding the date upon which she proceeds upon such leave.

(d) Certificate

At the time specified in subclause (e) hereof the employee must produce to her employer:

- (i) a certificate from a registered medical practitioner stating that she is pregnant and the expected date of confinement;
- (ii) a statutory declaration stating particulars of any period of paternity leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.

(e) Notice Requirements

- (i) An employee shall, not less than 10 weeks prior to the presumed date of confinement, produce to her employer the certificate referred to in paragraph (d)(i).
- (ii) An employee shall give not less than four weeks notice in writing to her employer of the date upon which she proposes to commence maternity leave stating the period of leave to be taken and shall, at the same time, produce to her employer the statutory declaration referred to in paragraph (d)(ii).
- (iii) An employer by not less than 14 days notice in writing to the employee may require her to commence maternity leave at any time within the six weeks immediately prior to her presumed date of confinement.
- (iv) An employee shall not be in breach of this clause as a consequence of failure to give the stipulated period of notice in accordance with paragraph (ii) hereof if such failure is occasioned by the confinement occurring earlier than the presumed date.

(f) Transfer to a Safe Job

Where in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee shall, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.

If the transfer to a safe job is not practicable, the employee may, or the employer may require the employee to, take leave for such period as is certified necessary by a registered medical practitioner. Such leave shall be treated as maternity leave for the purposes of subclauses (j), (k), (l) and (m) hereof.

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(g) Variation of Period of Maternity Leave

- (i) Provided the maximum period of maternity leave does not exceed the period to which the employee is entitled under subclause (c) hereof:
  - (1) the period of maternity leave may be lengthened once only by the employee giving not less than 14 days' notice in writing stating the period by which the leave is to be lengthened;
  - (2) the period may be further lengthened by agreement between the employer and the employee.
- (ii) The period of maternity leave may, with the consent of the employer, be shortened by the employee giving not less than 14 days' notice in writing stating the period by which the leave is to be shortened.

(h) Cancellation of Maternity Leave

- (i) Maternity leave, applied for but not commenced, shall be cancelled when the pregnancy of an employee terminates other than by the birth of a living child.
- (ii) Where the pregnancy of an employee then on maternity leave terminates other than by the birth of a living child, it shall be the right of the employee to resume work at a time nominated by the employer which shall not exceed four weeks from the date of notice in writing by the employee to the employer that she desires to resume work.

(i) Special Maternity Leave and Sick Leave

- (i) Where the pregnancy of an employee not then on maternity leave terminates after 28 weeks other than by the birth of a living child then:
  - (1) she shall be entitled to such period of unpaid leave (to be known as special maternity leave) as a registered medical practitioner certifies as necessary before her return to work; or
  - (2) for illness other than the normal consequences of confinement she shall be entitled, either in lieu of or in addition to special maternity leave, to such paid sick leave as to which she is then entitled and which a registered medical practitioner certifies as necessary before her return to work.
- (ii) Where an employee not then on maternity leave suffers illness related to her pregnancy, she may take such paid sick leave as to which she is then entitled and such further unpaid leave (to be known as special maternity leave) as a registered medical practitioner certifies as necessary before her return to work, provided that the aggregate of paid sick leave, special maternity leave

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and maternity leave shall not exceed the period to which the employee is entitled under subclause (c) hereof.

- (iii) For the purposes of subclauses (j), (k) and (l) hereof, maternity leave shall include special maternity leave.
- (iv) An employee returning to work after the completion of a period of leave taken pursuant to this subclause shall be entitled to the position which she held immediately before proceeding on such leave or, in the case of an employee who was transferred to a safe job pursuant to subclause (f) hereof, to the position she held immediately before such transfer.

Where such position no longer exists but there are other positions available, which the employee is qualified for and the duties of which she is capable of performing, she shall be entitled to a position as nearly comparable in status and pay to that of her former position.

(j) Maternity Leave and Other Leave Entitlements

- (i) Provided the aggregate of any leave including leave taken under this part, does not exceed the period to which the employee is entitled under subclause (c) hereof, an employee may, in lieu of or in conjunction with maternity leave, take any annual leave or long service leave or any part thereof to which she is entitled.
- (ii) Paid sick leave or other paid authorised award absences (excluding annual leave or long service leave), shall not be available to an employee during her absence on maternity leave.

(k) Effect of Maternity Leave on Employment

Subject to this part, notwithstanding any award or other provision to the contrary, absence on maternity leave shall not break the continuity of service of an employee but shall not be taken into account in calculating the period of service for any purpose of any relevant award or agreement.

(l) Termination of Employment

- (i) An employee on maternity leave may terminate her employment at any time during the period of leave by notice given in accordance with this award.
- (ii) An employer shall not terminate the employment of an employee on the ground of her pregnancy or of her absence on maternity leave, but otherwise the rights of an employer in relation to termination of employment are not hereby affected.

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(m) Return to Work After Maternity Leave

- (i) An employee shall confirm her intention of returning to work by notice in writing to the employer given not less than four weeks prior to the expiration of her period of maternity leave.
- (ii) An employee, upon returning to work after maternity leave or the expiration of the notice required by paragraph (i) hereof, shall be entitled to the position which she held immediately before proceeding on maternity leave or, in the case of an employee who was transferred to a safe job pursuant to subclause (f) hereof, to the position which she held immediately before such transfer or in relation to an employee who has worked part-time during the pregnancy the position she held immediately before commencing such part-time work.

Where such position no longer exists but there are other positions available for which the employee is qualified and the duties of which she is capable of performing, she shall be entitled to a position as nearly comparable in status and pay to that of her former position.

(n) Replacement Employees

- (i) A replacement employee is an employee specifically engaged as a result of an employee proceeding on maternity leave.
- (ii) Before an employer engages a replacement employee the employer shall inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.
- (iii) Before an employer engages a person to replace an employee temporarily promoted or transferred in order to replace an employee exercising her rights under this part, the employer shall inform that person of the temporary nature of the promotion or transfer and of the rights of the employee who is being replaced.
- (iv) Nothing in this part shall be construed as requiring an employer to engage a replacement employee.

**PART B - PATERNITY LEAVE**

(a) Nature of Leave

Paternity leave is unpaid leave.

(b) Definitions

For the purpose of this part:

**'Child'** means a child of the employee or the employee's spouse under the age of one year.



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**'Continuous service'** means service under an unbroken contract of employment and includes:

- (i) any period of leave taken in accordance with this clause;
- (ii) any period of part-time employment worked in accordance with this clause; or
- (iii) any period of leave or absence authorised by the employer or by the award.

**'Employee'** includes a part-time employee but does not include an employee engaged upon casual or seasonal work.

**'Maternity leave'** means leave of the type provided for in Part A - Maternity Leave (and includes special maternity leave).

**'Primary care-giver'** means a person who assumes the principal role of providing care and attention to a child.

**'Spouse'** includes a de facto or a former spouse.

(c) Eligibility for Paternity Leave

A male employee, upon production to his employer of the certificate required by subclause (d) - Certification shall be entitled to one or two periods of paternity leave, the total of which shall not exceed 52 weeks, in the following circumstances:

- (i) an unbroken period of up to one week at the time of confinement of his spouse;
- (ii) a further unbroken period of up to 51 weeks in order to be the primary care-giver of a child provided that such leave shall not extend beyond the child's first birthday. This entitlement shall be reduced by any period of maternity leave taken by the employee's spouse and shall not be taken concurrently with that maternity leave.

The employee must have had at least 12 months continuous service with that employer immediately preceding the date upon which he proceeds upon either period of leave.

(d) Certification

At the time specified in subclause (e) the employee must produce to his employer:

- (i) a certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected date of confinement or states the date of which the birth took place;

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- (ii) in relation to any period to be taken under paragraph (c)(ii) hereof, a statutory declaration stating:
  - (1) he will take that period of paternity leave to become the primary care-giver of the child;
  - (2) particulars of any period of maternity leave sought or taken by his spouse; and
  - (3) for the period of paternity leave he will not engage in any conduct inconsistent with his contract of employment.
  
- (e) Notice Requirements
  - (i) The employee shall, not less than 10 weeks prior to each proposed period of leave, give the employer notice in writing stating the dates on which he proposes to start and finish the period or periods of leave and produce the certificate and statutory declaration required in subclause (d) hereof.
  - (ii) The employee shall not be in breach of this subclause as a consequence of failure to give the notice required in paragraph (i) hereof if such failure is due to:
    - (1) the birth occurring earlier than the expected date; or
    - (2) the death of the mother or the child; or
    - (3) other compelling circumstances.
  - (iii) The employee shall immediately notify his employer of any change in the information provided pursuant to subclause (d) hereof.
  
- (f) Variation of Period of Paternity Leave
  - (i) Provided the maximum period of paternity leave does not exceed the period to which the employee is entitled under subclause (c) hereof:
    - (1) the period of paternity leave provided by paragraph (c)(ii) may be lengthened once only by the employee giving not less than 14 days notice in writing stating the period by which the leave is to be lengthened;
    - (2) the period may be further lengthened by agreement between the employer and the employee.
  - (ii) The period of paternity leave taken under paragraph (c)(ii) hereof may, with the consent of the employer, be shortened by the employee giving not less than 14 days notice in writing stating the period by which the leave is to be shortened.

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(g) Cancellation of Paternity Leave

Paternity leave, applied for under paragraph (c)(ii) hereof but not commenced, shall be cancelled when the pregnancy of the employee's spouse terminates other than by the birth of a living child.

(h) Paternity Leave and Other Leave Entitlements

(i) Provided the aggregate of any leave, including leave taken under this part, does not exceed the period to which the employee is entitled under subclause (c) hereof, an employee may, in lieu of or in conjunction with paternity leave, take any annual leave or long service leave or any part thereof to which he is entitled.

(ii) Paid sick leave or other paid authorised award absences (excluding annual leave or long service leave) shall not be available to an employee during his absence on paternity leave.

(i) Effect of Paternity Leave on Employment

Subject to this part, notwithstanding any award or other provision to the contrary, absence on paternity leave shall not break the continuity of service of an employee but shall not be taken into account in calculating the period of service for any purpose of any relevant award or agreement.

(j) Termination of Employment

(i) An employee on paternity leave may terminate his employment at any time during the period of leave by notice given in accordance with this award.

(ii) An employer shall not terminate the employment of an employee on the ground of his absence on paternity leave, but otherwise the rights of an employer in relation to termination of employment are not hereby affected.

(k) Return to Work after Paternity Leave

(i) An employee shall confirm his intention of returning to work by notice in writing to the employer given not less than four weeks prior to the expiration of the period of paternity leave provided by paragraph (c)(ii) hereof.

(ii) An employee, upon returning to work after paternity leave or the expiration of the notice required by paragraph (i) hereof, shall be entitled to the position which he held immediately before proceeding on paternity leave, or in relation to an employee who has worked part-time under this clause to the position he held immediately before commencing such part-time work.

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Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, he shall be entitled to a position as nearly comparable in status and pay to that of his former position.

(l) Replacement Employees

- (i) A replacement employee is an employee specifically engaged as a result of an employee proceeding on paternity leave.
- (ii) Before an employer engages a replacement employee the employer shall inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.
- (iii) Before an employer engages a person to replace an employee temporarily promoted or transferred in order to replace an employee exercising his rights under this part, the employer shall inform that person of the temporary nature of the promotion or transfer and of the rights of the employee who is being replaced.
- (iv) Nothing in this part shall be construed as requiring an employer to engage a replacement employee.

**PART C - ADOPTION LEAVE**

(a) Nature of Leave

Adoption leave is unpaid leave.

(b) Definitions

For the purpose of this part:

**'Child'** means a person under the age of five years who is placed with the employee for the purposes of adoption, other than a child or stepchild of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.

**'Continuous service'** means service under an unbroken contract of employment and includes:

- (i) any period of leave taken in accordance with this clause;
- (ii) any period of part-time employment worked in accordance with this clause, or
- (iii) any period of leave or absence authorised by the employer or by the award.

**'Employee'** includes a part-time employee but does not include an employee engaged upon casual or seasonal work.

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**'Primary care-giver'** means a person who assumes the principal role of providing care and attention to a child.

**'Relative adoption'** occurs where a child, as defined, is adopted by a grandparent, brother, sister, aunt or uncle (whether of the whole blood or half blood or by marriage).

**'Spouse'** includes a de facto spouse.

(c) Eligibility

An employee, upon production to the employer of the documentation required by subclause (d) hereof shall be entitled to one or two periods of adoption leave, the total of which shall not exceed 52 weeks, in the following circumstances:

- (i) an unbroken period of up to three weeks at the time of the placement of the child;
- (ii) an unbroken period of up to 52 weeks from the time of the child's placement in order to be the primary care-giver of the child. This leave shall not extend beyond one year after the placement of the child and shall not be taken concurrently with adoption leave taken by the employee's spouse in relation to the same child. This entitlement of up to 52 weeks shall be reduced by:
  - (1) any period of leave taken pursuant to paragraph (i) hereof; and
  - (2) the aggregate of any periods of adoption leave taken or to be taken by the employee's spouse;

The employee must have had at least 12 months continuous service with that employer immediately preceding the date upon which he or she proceeds upon such leave in either case.

(d) Certification

Before taking adoption leave the employee must produce to the employer:

- (i)
  - (1) A statement from an adoption agency or other appropriate body of the presumed date of placement of the child with the employee for adoption purposes; or
  - (2) A statement from the appropriate government authority confirming that the employee is to have custody of the child pending application for an adoption order.
- (ii) In relation to any period to be taken under paragraph (c)(ii) hereof, a statutory declaration stating:

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- (1) the employee is seeking adoption leave to become the primary care-giver of the child;
- (2) particulars of any period of adoption leave sought or taken by the employee's spouse; and
- (3) for the period of adoption leave the employee will not engage in any conduct inconsistent with his or her contract of employment.

(e) Notice Requirements

- (i) Upon receiving notice of approval for adoption purposes, an employee shall notify the employer of such approval and within two months of such approval, shall further notify the employer of the period or periods of adoption leave the employee proposes to take. In the case of a relative adoption the employee shall notify as aforesaid upon deciding to take a child into custody pending an application for an adoption order.
- (ii) An employee who commences employment with an employer after the date of approval for adoption purposes shall notify the employer thereof upon commencing employment and of the period or periods of adoption leave which the employee proposes to take. Provided that such employee shall not be entitled to adoption leave unless the employee has not less than 12 months continuous service with that employer immediately preceding the date upon which he or she proceeds upon such leave.
- (iii) An employee shall, as soon as the employee is aware of the presumed date of placement of a child for adoption purposes but no later than 14 days before such placement, give notice in writing to the employer of such date, and of the date of the commencement of any period of leave to be taken under paragraph (c)(i) hereof.
- (iv) An employee shall, 10 weeks before the proposed date of commencing any leave to be taken under paragraph (c)(ii) hereof give notice in writing to the employer of the date of commencing leave and the period of leave to be taken.
- (v) An employee shall not be in breach of this part as a consequence of failure to give the stipulated period of notice in accordance with paragraphs (iii) and (iv) hereof if such failure is occasioned by the requirement of an adoption agency to accept earlier or later placement of a child, the death of the spouse or other compelling circumstances.

(f) Variation of Period of Adoption Leave

- (i) Provided the maximum period of adoption leave does not exceed the period to which the employee is entitled under subclause (c) hereof:

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- (1) the period of leave taken under paragraph (c)(ii) hereof may be lengthened once only by the employee giving not less than 14 days notice in writing stating the period by which the leave is to be lengthened;
    - (2) the period may be further lengthened by agreement between the employer and employee.
  - (ii) The period of adoption leave taken under paragraph (c)(ii) hereof may, with the consent of the employer, be shortened by the employee giving not less than 14 days notice in writing stating the period by which the leave is to be shortened.
- (g) Cancellation of Adoption Leave
- (i) Adoption leave, applied for but not commenced, shall be cancelled should the placement of the child not proceed.
  - (ii) Where the placement of a child for adoption purposes with an employee then on adoption leave does not proceed or continue, the employee shall notify the employer forthwith and the employer shall nominate a time not exceeding four weeks from receipt of notification for the employee's resumption of work.
- (h) Special Leave
- The employer shall grant to any employee who is seeking to adopt a child, such unpaid leave not exceeding two days, as is required by the employee to attend any compulsory interviews or examinations as are necessary as part of the adoption procedure. Where paid leave is available to the employee the employer may require the employee to take such leave in lieu of special leave.
- (i) Adoption Leave and Other Entitlements
- (i) Provided the aggregate of any leave, including leave taken under this part, does not exceed the period to which the employee is entitled under subclause (c) hereof, an employee may, in lieu of or in conjunction with adoption leave, take any annual leave or long service leave or any part thereof to which he or she is entitled.
  - (ii) Paid sick leave or other paid authorised award absences (excluding annual leave or long service leave), shall not be available to an employee during the employee's absence on adoption leave.
- (j) Effect of Adoption Leave on Employment
- Subject to this part, notwithstanding any award or other provision to the contrary, absence on adoption leave shall not break the continuity of service of an employee but shall not be taken into account in calculating the period of service for any purpose of any relevant award or agreement.

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(k) Termination of Employment

- (i) An employee on adoption leave may terminate the employment at any time during the period of leave by notice given in accordance with this award.
- (ii) An employer shall not terminate the employment of an employee on the ground of the employee's application to adopt a child or absence on adoption leave, but otherwise the rights of an employer in relation to termination of employment are not hereby affected.

(l) Return to Work After Adoption Leave

- (i) An employee shall confirm the intention of returning to work by notice in writing to the employer given not less than four weeks prior to the expiration of the period of adoption leave provided by paragraph (c)(ii) hereof.
- (ii) An employee, upon returning to work after adoption leave, shall be entitled to the position held immediately before proceeding on such leave or in relation to an employee who has worked part-time under this clause the position held immediately before commencing such part-time work.

Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, the employee shall be entitled to a position as nearly comparable in status and pay to that of the employee's former position.

(m) Replacement Employees

- (i) A replacement employee is an employee specifically engaged as a result of an employee proceeding on adoption leave.
- (ii) Before an employer engages a replacement employee the employer shall inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.
- (iii) Before an employer engages a person to replace an employee temporarily promoted or transferred in order to replace an employee exercising rights under this part, the employer shall inform that person of the temporary nature of the promotion or transfer and of the rights of the employee who is being replaced.
- (iv) Nothing in this part shall be construed as requiring an employer to engage a replacement employee.



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## **PART D - PART-TIME WORK**

### (a) Definitions

For the purposes of this part:

**'Continuous service'** means service under an unbroken contract of employment and includes:

- (i) any period of leave taken in accordance with this clause;
- (ii) any period of part-time employment worked in accordance with this clause; or
- (iii) any period of leave or absence authorised by the employer or by the award.

**'Female employee'** means an employed female who is pregnant or is caring for a child she has borne or a child who has been placed with her for adoption purposes.

**'Former position'** means the position held by a female or male employee immediately before proceeding on leave or part-time employment under this part whichever first occurs or, if such position no longer exists but there are other positions available for which the employee is qualified and the duties of which he or she is capable of performing, a position as nearly comparable in status and pay to that of the position first mentioned in this definition.

**'Male employee'** means an employed male who is caring for a child born of his spouse or a child placed with the employee for adoption purposes.

**'Spouse'** includes a de facto spouse.

### (b) Entitlement

With the agreement of the employer:

- (i) A male employee may work part-time in one or more periods at any time from the date of birth of the child until its second birthday or, in relation to adoption, from the date of placement of the child until the second anniversary of the placement.
- (ii) A female employee may work part-time in one or more periods while she is pregnant where part-time employment is, because of the pregnancy, necessary or desirable.
- (iii) A female employee may work part-time in one or more periods at any time from the seventh week after the date of birth of the child until its second birthday.

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(iv) In relation to adoption a female employee may work part-time in one or more periods at any time from the date of the placement of the child until the second anniversary of that date.

(c) Return to Former Position

(i) An employee who has had at least 12 months continuous service with an employer immediately before commencing part-time employment after the birth or placement of a child has, at the expiration of the period of such part-time employment or the first period, if there is more than one, the right to return to his or her former position.

(ii) Nothing in paragraph (i) hereof shall prevent the employer from permitting the employee to return to his or her former position after a second or subsequent period of part-time employment.

(d) Effect of Part-time Employment on Continuous Service

Commencement on part-time work under this clause, and return from part-time work to full-time work under this clause, shall not break the continuity of service or employment.

(e) Pro Rata Entitlements

Subject to the provisions of this part and the matters agreed to in accordance with subclause (h) hereof, part-time employment shall be in accordance with the provisions of this award which shall apply pro rata.

(f) Transitional Arrangements - Annual Leave

(i) An employee working part-time under this part shall be paid for and take any leave accrued in respect of a period of full-time employment, in such periods and manner as specified in the annual leave provisions of this award, as if the employee were working full-time in the class of work the employee was performing as a full-time employee immediately before commencing part-time work under this part.

(ii) (1) A full-time employee shall be paid for and take any annual leave accrued in respect of a period of part-time employment under this part, in such periods and manner as specified in this award, as if the employee were working part-time in the class of work the employee was performing as a part-time employee immediately before resuming full-time work.

(2) Provided that, by agreement between the employer and the employee, the period over which the leave is taken may be shortened to the extent necessary for the employee to receive pay at the employee's current full-time rate.

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(g) Transitional Arrangements - Sick Leave

An employee working part-time under this part shall have sick leave entitlements which have accrued under this award (including any entitlements accrued in respect of previous full-time employment) converted into hours. When this entitlement is used, whether as a part-time employee or as a full-time employee, it shall be debited for the ordinary hours that the employee would have worked during the period of absence.

(h) Part-time Work Agreement

(i) Before commencing a period of part-time employment under this part the employee and the employer shall agree:

- (1) that the employee may work part-time;
- (2) upon the hours to be worked by the employee, the days upon which they will be worked and commencing times for the work;
- (3) upon the classification applying to the work to be performed; and
- (4) upon the period of part-time employment.

(ii) The terms of this agreement may be varied by consent.

(iii) The terms of this agreement or any variation to it shall be reduced to writing and retained by the employer. A copy of the agreement and any variation to it shall be provided to the employee by the employer.

(iv) The terms of this agreement shall apply to the part-time employment.

(i) Termination of Employment

(i) The employment of a part-time employee under this clause, may be terminated in accordance with the provisions of this award but may not be terminated by the employer because the employee has exercised or proposes to exercise any rights arising under this clause or has enjoyed or proposes to enjoy any benefits arising under this clause.

(ii) Any termination entitlements payable to an employee whose employment is terminated while working part-time under this clause, or while working full-time after transferring from part-time work under this clause, shall be calculated by reference to the full-time rate of pay at the time of termination and by regarding all service as a full-time employee as qualifying for a termination entitlement based on the period of full-time employment and all service as a part-time employee on a pro rata basis.

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(j) Extension of Hours of Work

An employer may request, but not require, an employee working part-time under this clause to work outside or in excess of the employee's ordinary hours of duty provided for in accordance with subclause (h).

(k) Nature of Part-time Work

The work to be performed part-time need not be the work performed by the employee in his or her former position but shall be work otherwise performed under this award.

(l) Inconsistent Award Provisions

An employee may work part-time under this clause notwithstanding any other provisions of this award which limits or restricts the circumstances in which part-time employment may be worked or the terms upon which it may be worked including provisions:

- (i) limiting the number of employees who may work part-time;
- (ii) establishing quotas as to the ratio of part-time to full-time employees;
- (iii) prescribing a minimum or maximum number of hours a part-time employee may work; or
- (iv) requiring consultation with, consent of or monitoring by a union;

and such provisions do not apply to part-time work under this clause.

(m) Replacement Employees

- (i) A replacement employee is an employee specifically engaged as a result of an employee working part-time under this part.
- (ii) A replacement employee may be employed part-time. Subject to this subclause, subclauses (e), (f), (g), (h), (i) and (l) of this part apply to the part-time employment of replacement employees.
- (iii) Before an employer engages a replacement employee under this subclause, the employer shall inform the person of the temporary nature of the employment and of the rights of the employee who is being replaced.
- (iv) Unbroken service as a replacement employee shall be treated as continuous service as provided for in subclause (a) - Definitions, '**Continuous service**' of this part.
- (v) Nothing in this part shall be construed as requiring an employer to engage a replacement employee.

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### **33. PAYMENT OF WAGES**

- (a) Subject to subclause (b) herein all wages and overtime shall be paid in the employer's time on a day to be determined by the employer but not later than Thursday of each week. The day on being fixed shall not be altered more than once in three months. All wages shall be paid enclosed in an envelope. On or prior to pay day, the employer shall give to each employee, in writing, details of the amount of ordinary pay, overtime, penalty rates and allowances to which the employee is entitled, the amount and nature of deductions made therefrom and the net amount being paid to the employee.

The details provided by the employer shall also include the amount of any superannuation contribution made by the employer in accordance with Clause 40 - Superannuation subclause (c) - Contribution of this award and the name of the Fund to which any contribution is made.

- (b) By agreement between the employer and the majority of employees at each yard, depot or garage, wages may be paid by direct electronic funds transfer into an employee's bank (or other recognised financial institution) account.
- (c) All earnings, including overtime, shall be paid within two days of the expiration of the week in which they accrue.
- (d) If an employer fails to make payment to any employee as prescribed on pay day he/she shall pay to each such employee \$8.85 for each and every day thereof during which such default continues, unless he/she satisfactorily shows that such failure is due to some act on the part of the employee or to circumstances not under his control and which he/she could not reasonably have foreseen and which he/she took reasonable steps to avoid or overcome.
- (e) An employee kept waiting for his/her wages on pay day for more than a quarter-hour after the usual time for ceasing work shall be paid at ordinary rates for a minimum of half an hour.

**PROVIDED** that this subclause shall not apply when the delay is occasioned through no fault of the employer.

- (f) Notwithstanding anything contained herein, any employer shall pay to an employee who leaves or is dismissed all moneys due to him/her forthwith, failing which he/she shall pay to the employee the sum of \$11.35 for each and every day or part thereof during which such default continues.

This subclause shall not apply to any employee dismissed after normal time of cessation of work.

**PROVIDED** that a cheque for all moneys due is posted to him/her on the morning of the next working day.

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### **34. RIGHT OF ENTRY**

Right of entry shall be in accordance with Section 77 of the *Industrial Relations Act 1984*.

### **35. SETTLEMENT OF DISPUTES**

Subject to the *Industrial Relations Act 1984* (as amended), any matter in dispute, including stand-down of employees for not less than one day where they cannot be usefully employed because of any strike or stoppage of work by any cause for which the employer cannot reasonably be held responsible, shall be the subject of negotiations and settlement in the following manner:

- (a) The matter shall be taken up by an accredited union delegate or union organiser with the employer concerned or by the employer concerned with the accredited union delegate or union organiser, as the case may be.
- (b) If the matter in dispute is not settled at the preceding stage, it may be referred by either the Branch Secretary (or his/her nominee) or the employer concerned to the Tasmanian Industrial Commission for settlement.
- (c) The decision of the Tasmanian Industrial Commission shall be accepted by the parties as final.
- (d) Where any of the provisions of this clause have been invoked by any party, the parties shall use their good offices and best endeavours to ensure that work continues without limitation during proceedings under this clause.
- (e) Where a bona fide safety issue is involved, the parties shall give immediate priority to resolving the issue without industrial disputation. In resolving the issue, the parties shall have regard to recognised safety standards and any relevant legislation.

### **36. SHIFT WORK**

- (a) Definitions

**'Afternoon shift'** means a shift finishing after 6.30pm but not later than 12.30am.

**'Continuous work'** means work carried on with continuous shifts of workers throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

**'Day shift'** means a shift which commences at 5.30am or later, but finishes at or before 6.30pm.

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**'Night shift'** means a shift which finishes after 12.30am and at or before 8.30am.

**'Permanently working'** - an employee shall be deemed to be, and to have been, permanently working an afternoon shift, or night shift, or combination of such shifts if:

- (i) he/she works on an afternoon, or night shift or combination of such shifts, without rotating or alternating with another shift or with day work, so as to give him at least one-third of his/her working time off that afternoon or night shift or combination of such shift in each shift cycle; or
- (ii) he/she remains on an afternoon or night shift only, or combination of afternoon or night shifts, for a longer period than four consecutive weeks; or
- (iii) he/she is specifically engaged to work on an afternoon or night shift only, or on a combination of afternoon and night shifts only.

**'Rostered shift'** means a shift of which the employee concerned has had at least 48 hours notice.

**'Shiftwork'** means work extending for at least two weeks and performed either in daily recurrent periods, wholly or partly between the hours of 6.30pm and 8.30am or in regular rotating periods.

(b) Shiftwork – Rosters

- (i) (1) The hours of work of employees on shift work shall be an average of 38 per week. Subject to the exemption hereinafter provided, ordinary hours of work shall not exceed eight hours per day continuously (except for crib breaks) on one of the following bases:
  - (A) 38 hours within a work cycle not exceeding seven consecutive days; or
  - (B) 76 hours within a work cycle not exceeding 14 consecutive days; or
  - (C) 114 hours within a work cycle not exceeding 21 consecutive days; or
  - (D) 152 hours within a work cycle not exceeding 28 consecutive days.
- (2) Such hours of work shall be implemented in the manner provided for in Clause 24 - Hours of Work, subclause (e).
- (3) Any shift which commences on or after 11.00pm on a Sunday shall be deemed to be part of the Monday shift and paid accordingly.

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(4) Crib time on any shift shall be at the time fixed by the employer and shall not be varied except in an emergency and with the consent of the employee; provided, however, that an employee shall not be required to work more than five and a half hours without a crib.

(ii) (1) There shall be a roster which shall provide for rotation unless, by agreement between the employer and the Branch Secretary of the union (or his/her nominee) and the accredited representative of the union at the employer's establishment, it is agreed otherwise.

(2) Shift rosters shall specify the commencing and finishing times of ordinary hours of respective shifts. A copy of such shift roster shall be kept posted in a prominent place. Such roster shall not be altered unless 48 hours notice is given.

(3) Transfer to Existing Shift Rosters

48 hours notice of any change of shift shall be given to an employee, in default of which overtime rates shall be paid for work done outside the ordinary shift hours within 48 hours of the time notified of the change.

(4) (A) Transfer of Day Worker to or from Shiftwork

Day workers, given at least 10 hours off duty immediately before commencing, or after ceasing shiftwork, may be transferred to or from shiftwork on 48 hours notice. In default of such notice shall be paid overtime rates for all work done outside previous ordinary working hours within 48 hours of the time notified of the change.

(B) Transfer of Day Worker to Replace Shift Worker

Where it is necessary to transfer a day worker to replace a shift worker who fails to report for duty or who, for any reason is unable to continue duties, this clause shall not apply, but the position shall be deemed to be covered by subparagraph (ii)(3) of this subclause.

(5) Variation of Rosters

The method of working shifts and the time of commencing and finishing shifts may in any case be varied by agreement between the employer and the Branch Secretary of the union (or his/her nominee) and the accredited representative of the union at the employer's establishment to suit the circumstances of the establishment.



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(6) Shift Allowances

For ordinary hours of shift, shift workers shall be paid the following extra percentages of the rate prescribed for their respective classifications.

	%
(A) Rotating afternoon shift	15
(B) Permanent afternoon shift	17.5
(C) Rotating night shift	20
(D) Permanent night shift	30
(E) Permanently working alternate night and afternoon shift:	
when on afternoon shift	17.5
when on night shift	30

(7) Work on Saturday, Sunday or Public Holiday

Shift workers who work on a rostered shift the major portion of which is performed on a Saturday, Sunday or public holiday shall be paid as follows:

- (A) Saturday - at the rate of time and one half.
- (B) Sunday - at the rate of double time.
- (C) Public Holidays - as prescribed in Clause 23 - Holidays of this award, at the rate of double time.

The penalty rates prescribed by this subparagraph shall be payable in lieu of the shift allowance prescribed in subparagraph (ii)(6).

(8) Shift workers who work on any afternoon or night shift which does not continue for at least five consecutive afternoons or nights shall be paid at the rate of time and a half for the first three hours and double time thereafter for each such shift.

(9) Rate when Shift Extends Beyond Midnight

Notwithstanding anything contained herein, each shift shall be paid for at the rate applicable to the day on which the major portion of the shift is worked.

(10) Where shifts fall partly on a holiday, that shift the major portion of which falls on such holiday, shall be regarded as a holiday shift.

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(11) Daylight Saving

Notwithstanding anything contained elsewhere in this award, in any area where by reason of the legislation of a State, summer time is prescribed as being in advance of the standard time of that State the length of any shift:

- (A) commencing before the time prescribed by the relevant legislation for the commencement of a summer time period; and
- (B) commencing on or before the time prescribed by such legislation for the termination of a summer time period, shall be deemed to be the number of hours represented by the difference between the time recorded by the clock at the beginning of the shift and the time so recorded at the end thereof, the time of the clock in each case to be set to the time fixed pursuant to the relevant State legislation.

In this subparagraph the expressions 'standard time' and 'summer time' shall be the same meaning as are prescribed by the relevant State legislation.

(c) Shiftwork - Overtime

- (i) For all time worked outside or in excess of the ordinary shift hours or on a shift other than rostered shift, shift workers shall be paid at time and a half for the first two hours and double time thereafter except in cases where the time is worked:
  - (1) by arrangement between the employees themselves;
  - (2) for the purpose of effecting the customary rotation of shifts; or
  - (3) where it is due to the fact that the relief man/woman does not come on duty at the proper time; provided that when not less than eight hours notice has been given to the employer by the relief man/woman, that he/she will be absent from work and the employee whom he/she should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first three hours and double time thereafter for all time on duty after he/she has finished his/her ordinary shift.
- (ii) Nothing contained in this subclause shall limit in any way the right of the employer to enforce punctual and regular attendance at work.
- (iii) An employer may require any employee on shift work to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirements.

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(d) Shiftwork - Meal Time

All shift workers whilst working on day, afternoon or night shift shall be entitled to a paid crib time of 20 minutes. Such crib time to be allowed and taken as prescribed in subparagraph (b)(i)(4).

Unless the period of overtime is less than one and half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of 20 minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of 20 minutes.

(e) Shiftwork - Annual Leave

In addition to the leave hereinbefore prescribed, seven-day shift workers, that is employees working rostered shift necessitating regular rostered Saturday, Sunday and holiday work as part of their ordinary hours, after each 12 months continuous service shall be given an extra weeks leave. Where an employee is engaged for part only of the 12-monthly period as a seven-day shift worker, the extra leave, to which he/she shall be entitled, shall be the same proportion of a week as the proportion which the time he/she spent as a seven-day shift worker during the period bears to a year.

### **37. SICK LEAVE**

(a) An employee on weekly hiring, who is absent from work on account of personal illness or on account of injury by accident shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations.

- (i) the employee shall not be entitled to paid leave of absence for any period in respect of which he/she is entitled to workers' compensation.
- (ii) the employee shall, within 24 hours of the commencement of such absence, inform the employer of his/her inability to attend for duty and, as far as practicable, state the nature of the injury or illness, and the estimated duration of the absence.
- (iii) the employee shall prove to the satisfaction of his/her employer that he/she was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

**PROVIDED** that proof 'to the satisfaction of the employer' referred to above, may be a statutory declaration supplied to the employer by the employee within 24 hours of resumption of work.

- (iv) the employee shall not be entitled during his/her first year of any period of service with an employer to leave in excess of 38 hours of working time.

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**PROVIDED** that during the first six months of the first year of any period of service with an employer, he/she shall be entitled to sick leave which shall accrue on a pro rata basis of  $6\frac{2}{3}$  hours of working time for each month of service completed with that employer.

**PROVIDED FURTHER** that on application by the employee during the seventh month of employment and subject to the availability of an unclaimed balance of sick leave the employee shall be paid for any sick leave taken during the first six months and in respect of which payment was not made.

- (v) the employee shall not be entitled during the second or subsequent years of any period of service with an employer to leave in excess of 60.8 hours of working time.
- (vi) In the case of an employee with not less than three months continuous service, his/her continuity of employment for the purposes of this clause shall not be affected by reason of his/her being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this paragraph seasonal fluctuations include the termination of an employee's services owing to completion of contracts.

(b) Single Day Absences

An employee shall not be entitled to single days of paid sick leave on more than two occasions in any one year of service unless he/she produces to the employer a certificate from a qualified medical practitioner to the effect that he/she is unfit for duty on account of personal illness or injury by accident. Nothing in this subclause shall limit the employers rights under paragraph (a)(iii) of this clause.

(c) Cumulative Sick Leave

Sick leave shall accumulate from year to year so that any balance of the period specified in paragraph (a)(iv) or in subclause (c) of this clause which has in any year not been allowed to an employee by his/her employer as paid sick leave may be claimed by the employee and shall be allowed by the employer in a subsequent year without diminution of the sick leave prescribed in respect of that year.

(d) Attendance at Hospitals etc

Notwithstanding anything contained in subclause (a) of this clause, an employee suffering injury through an accident arising out of and in the course of his/her employment (not being an injury in respect of which he/she is entitled to workers' compensation) necessitating his/her attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his/her pay for the time (not exceeding four hours) so occupied in the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connection with such attendance.

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(e) Definition of Year

For the purposes of this clause **'year'** means the period from the date of commencement of an employee's service to the anniversary of such date in each subsequent 12 months employment.

(f) Taking Sick Leave on Rostered Day Off

Where an employee is sick or injured on the week day he/she is to take off in accordance with the provisions of Clause 24 - Hours of Work, paragraph (e)(i) of this award, he/she shall not be entitled to sick pay, nor will his/her sick pay entitlement be reduced as a result of his/her sickness or injury on that day.

**38. STARTING AND FINISHING TIMES**

(a) Where proper facilities are provided for an employee to sign on when beginning work, and to sign off when leaving work, the work of such employee shall be deemed to commence when he/she signs on at the depot, yard or garage in the morning and to finish when he/she signs off in the evening.

(b) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the depot, yard or garage in the morning and to finish when he/she leaves the depot, yard or garage in the evening.

**PROVIDED** that in cases where an employee, driver of a motor vehicle, takes the vehicle to his/her home at the end of the day's work, his/her finishing time shall be deemed to be the time of arrival at his/her home and his/her starting time on the following morning shall be the time at which he/she signs on at his/her employer's depot, yard or garage, unless he/she has to proceed direct from his/her home with or to a job without first going to the employer's depot, yard or garage, in which case his/her starting time shall be the time of leaving his/her home.

(c) Each employer shall fix a regular starting time for each of his/her employees which shall with respect to each such employee be the same time on each day of the week. In any case where it is not so fixed, such starting time shall be:

(i) 7.15am in respect of employees classified under Clause 8 - Wage Rates, Division A - General Cartage;

(ii) 6.00am in respect of employees classified under Clause 8 - Wage Rates, Division B - Refuse Collection, Transport and Disposal until it is otherwise fixed by the employer.

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**PROVIDED** the starting times, once having been determined, may be varied within the spread of hours prescribed by Clause 24 - Hours of Work, subclause (b) by agreement between the employer, employee and where appropriate the union delegate to suit the circumstance of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employee.

### **39. SUNDAY WORK**

All time of duty on any Sunday shall stand alone and shall be paid for at the rate of double time with a minimum payment of four hours pay at double time.

### **40. SUPERANNUATION**

(a) Definitions

**'Approved fund'** shall mean a superannuation fund or scheme approved in accordance with the Commonwealth Operational Standards for Occupational Superannuation Funds.

**'Eligible employee'** shall mean every employee, both full-time and casual, engaged under the terms of the Carriers Award.

(b) Nominated Fund

The nominated fund for contributions to be paid into in accordance with subclause (c) below shall be the TWU Superannuation Fund.

(c) Contribution

(i) An employer shall make a contribution into the nominated fund in subclause (b) at the rate of \$17.00 per week for each permanent employee and \$3.40 per day or part thereof for each casual employee.

(ii) Notwithstanding anything elsewhere contained in this clause, an employee who is able to demonstrate to the employer their bona fide membership of the religious fellowship known as Exclusive Brethren, shall have the contributions defined in paragraph (i) herein paid into the fund known as C.I.S. Superannuation Deed BR1188, being a scheme approved by the Insurance and Superannuation Commission.

(iii) Contributions to the fund shall be made by the employer on at least a calendar monthly basis unless there are circumstances for which the employer cannot be held responsible.

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(d) Exemption

The following employers shall be exempt from using the nominated fund referred to in subclause (b) herein and in lieu shall utilise the fund identified provided that the amount paid for each employee, into the identified fund, shall be no less than the amount set out in subclause (c) of this clause:

(i) **CSR Employees Retirement Fund**

- (1) The Readymix Group

(ii) **Tasmanian Chamber of Commerce Industry Super Fund**

- (1) Atkins Removals and Storage Pty Ltd
- (2) John Hedley Atkins
- (3) L.R. Removals (Tasmania) Pty Ltd
- (4) Price's Removals and Storage Pty Ltd

(iii) **Tasplan**

- (1) Bayview Fabricare
- (2) Stornoway
- (3) Wynyard Transport
- (4) Tennant Removals Pty Ltd
- (5) R and A Investments Pty Ltd

**41. TIME-BOOKS**

- (a) An employer shall, at the depot, yard or garage at or from or in connection with which an employee works or at an office convenient thereto, keep a record or time-book showing the name of the employee in which record or time-book shall be entered the time of starting and finishing work each day, the work performed and class of vehicles driven and the maker's capacity of the vehicle and the weekly wage rate for such work, and the amount of overtime hours worked, and the total wages paid to the employee.

**PROVIDED** that proper facilities are made available by the employer for the purpose, such record or time-book entries shall (so far as starting and finishing time each day is concerned and also the work performed and the class of vehicle driven and the maker's capacity of the vehicle) be made each day by the employee at the time of starting and finishing work.

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**PROVIDED FURTHER** that an employee being unable to return to his/her depot, yard or garage on any day or days, the starting and finishing times of the day or days and the work performed and class of vehicle driven and the maker's capacity of the vehicle shall be entered in the time-book by the employee on the next day he/she commences work at the depot, yard or garage.

- (b) The age of each employee receiving less than the adult wage shall be entered into the record or time-book.
- (c) The record or time-books referred to hereinbefore shall on demand be produced by the employer for inspection by any officials (not more than two at any one time) of the union, duly authorised in writing by the President and Secretary of the local branch or sub-branch of the union. The inspection shall be made at the place where the record or time-book is kept.

Any demand for production of the record or time-book, made during ordinary working hours on any working day except pay day, shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to the employer (the burden of proof whereof shall be on the employer) for a full and proper inspection and examination of such record or time-book by the officials, the employer shall nevertheless produce at such time such record or time-book to the officials, who shall be then entitled to examine such record or time-book for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials, and, if not agreed upon, such time between the aforesaid hours shall be fixed by the officials and shall not be less than 24 hours, or 48 hours in the case of a demand on the day before pay day, after the time of the first demand. The officials shall, in fixing such time, have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

**PROVIDED** that an employer may, at his/her option, in lieu of a time-book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connection with such clock.

- (e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be entered in the record or time-book.



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**42. TRADE UNION TRAINING**

Upon application an employee, being an elected delegate who has nominated for and been accepted by the union to attend a trade union training course, shall, upon notification in writing thereof to the employer by the branch secretary of the union, be released for up to five days on leave with pay each calendar year, non-cumulative, to attend trade union training courses subject to the following conditions:

- (a) That the employer or the employer's nominee receives written notification from the union at least six weeks prior to commencement of the course, or lesser period as may be agreed between the employer and the union, setting out times, dates, content and venue of the course and, for the purposes of the training guarantee legislation, a structured training programme which includes objectives and outcomes approved by a person appropriately qualified or experienced.
- (b) The scope, content and level of the course shall be such as to contribute to a better understanding of industrial relations within the transport industry.
- (c) Where application is made for leave to attend a course not conducted but approved by the Trade Union Training Authority the employer, and any employer's association of which the employer is a member, shall be notified of the description and content of the course.
- (d) Leave shall be available according to the following scale for each yard, depot or garage of an employer:

Number of Weekly Employees Covered by this Award	Maximum Number of Employees Eligible to Attend per year	Maximum Number of Days Permitted per year
5-15	1	5
16-30	2	10
31-50	3	15
51-100	4	20
100 and over	5	25

- (e) The time of taking leave shall be arranged so as to minimise any adverse effect on the employer's operations. An employer shall not use this subclause to avoid its obligation under this clause.
- (f) Leave rights granted in accordance with this clause will not result in an additional payment or alternative time off to the extent that the course attended coincides with an employee's day off in the 19 day month work cycle or with any other concessional leave.

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- (g) An employer shall not be liable for any additional expenses associated with an employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purposes of this clause ordinary time earnings shall be defined as the relevant award classification rate including supplementary payments and shiftwork loadings, where relevant, plus overaward payments where applicable.
- (h) An employee shall not be eligible to attend such courses until six months continuous service has been served with the employer.
- (i) Leave of absence on training leave shall be counted as service.
- (j) The employee shall provide the employer with proof of attendance.
- (k) Any dispute in respect of this clause shall be resolved in accordance with Clause 35 - Settlement of Disputes of this award. The settlement of disputes procedure must be activated by the employer within 14 days of the receipt of the written application for leave or the leave shall be granted. Where an application is rejected and the union wishes to have the matter dealt with in accordance with Clause 35 - Settlement of Disputes of this award, the parties must be notified within 14 days of the rejection or the application for leave will lapse.

#### **43. TRAVELLING ALLOWANCE**

- (a) An employee engaged in ordinary travelling on duty or on work on which he/she is unable to return to his/her home at night shall be paid such personal expenses as he/she reasonably incurs in travelling, but he/she shall be paid the sum of \$27.40 per day at least.

**PROVIDED** that where an employee travels by boat or other conveyance in which his/her ticket includes meals and bed, he/she shall not be entitled to the said allowance.

- (b) An employee prevented from returning with his/her turn-out to the depot, yard or garage from which he/she started shall be paid any travelling expenses he/she has to incur and as for time worked for the time he/she reasonably takes to get to his/her home beyond the time he/she ordinarily would have taken to get to his/her home from the depot, yard or garage.

#### **44. UNION DELEGATES**

An employee appointed as union delegate in a depot, yard or garage shall, upon notification thereof to the employer by the branch or sub-branch Secretary of the union, be recognised as the accredited representative of the union and shall be allowed the necessary time during working hours to interview the employer or his/her representative on matters affecting employees in the depot, yard or garage.

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#### **45. UNION NOTICE BOARD**

Each employer shall erect a notice board at his/her depot, yard or garage for the purpose of posting any notice thereon in connection with union business, such board to be in a prominent position. All notices shall be signed by an officer of the union.

Where 20 or more employees are engaged pursuant to the terms of this award, such notice board shall have a glass cover fitted with a lock.

P C Shelley  
**DEPUTY PRESIDENT**

11 August 2004