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TASMANIAN INDUSTRIAL COMMISSION

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

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union
(T5574 of 1995)
(T5576 of 1995)

SHIPBUILDERS AWARD

Award variation - classification structure and second minimum rates adjustment Division A - application approved - operative 3.11.95

ORDER BY CONSENT -

No. 1 of 1996

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THE **SHIPBUILDERS AWARD** IS VARIED IN THE FOLLOWING MANNER:

1. Delete Clause 7 - DEFINITIONS, and insert in lieu thereof the following:

"**7. DEFINITIONS**

'Shipbuilding', for the purposes of this award shall mean any work on any ship including fitting out, constructing or repairing any steamer, lighter, punt, yacht, barge, pontoon, or any hull of like nature, constructed of wood, steel or other metal, fibreglass, or concrete or any material of a like substance used for transport purposes, or the general repairing of such vessels or any floating structure.

'Shipbuilding Industry Employee Level 1 - 78.0%'

A Level 1 employee is a person who is undertaking up to 38 hours induction training and/or who works under direct supervision either individually or in a team environment.

Within the limit of their skills and training an employee at this level is able to perform general labouring and cleaning duties which require minimal judgment.

'Shipbuilding Industry Employee Level 2 - 82.0%'

A Level 2 employee is a person who works under direct supervision either individually or in a team environment.

Within the limit of their skills and training an employee at this level may assemble components and undertake routine tasks from basic instructions by the application of selected hand tools, or by the use of basic welding techniques or the operating of elementary machinery.

'Shipbuilding Industry Employee Level 3 - 87.4%'

A Level 3 employee is a person who works under routine supervision either individually or in a team environment.

Within the limit of their skills and training an employee at this level has developed appropriate non-trade skills in the effective application of hand and power tools. has effective measurement skills, understands inventory skills and is able to utilise a keyboard and uses all relevant lifting and mobile equipment.

'Shipbuilding Tradesperson - 100%'

This classification includes a Shipwright, Ships Carpenter and/or Joiner, or Painter.

'Ship's carpenter or joiner' means any employee making and fixing all joinery necessary for the fitting out of such ships and/or general repairing of same.

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'Shipwright' means an employee engaged on any work described in 'Shipbuilding' above.

'Show day' means not more than one local show day observed on an employee's ordinary working day, other than a Saturday or a Sunday, in the city, town or district in which the employee is employed; or such other day which, in the absence of such a local show day, is agreed on by the employee and the employer, therefore making a total of 11 paid public holidays per year.

'**Trainee Clerk**' means a person employed by the employer under the terms of the Australian Traineeship System and any agreements attached thereto.

'**Training Agreement**' shall mean an agreement registered under the provisions of the Industrial and Commercial Training Act 1985.**"**

2. Delete **DIVISION A** from Clause 8 - WAGE RATES, and insert the following in lieu thereof:

"DIVISION A - EMPLOYEES ENGAGED ON THE CONSTRUCTION, ALTERATION OR REPAIRING OF SHIPS OR BOATS OR DUNNAGING OF SHIPS HOLDS

1. WAGES

Adult employees of a classification specified hereunder shall be paid the weekly wage rate assigned to that classification.

	Classification	Proposed Base Rate Relativity	Base Rate	Supple-mentary Payment	Safety Net Adjust-ment	Weekly Wage Rate
		%	$	$	$	$
(a)	SHIPBUILDING INDUSTRY Tradesperson	100	365.20	40.20	8.00	413.40
(b)	SHIPBUILDING INDUSTRY Employee Level 3	87.4	308.10		8.00	316.10
(c)	SHIPBUILDING INDUSTRY Employee Level 2	82.0	299.50	4.10	8.00	311.60
(d)	SHIPBUILDING INDUSTRY Employee Level 1	78.0	275.30		8.00	283.30

(e) The hourly rate is 1/38th of appropriate weekly wage rate prescribed herein.

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(f) Dunnaging

The minimum rate of wage that may be paid by employers to employees engaged in the dunnaging of ships during the ordinary working hours prescribed in Clause 18 - Hours, subclause (a) of this award shall be $13.6745 per hour.

This rate is calculated as one thirty-eighth of the sum of the weekly wage rate for classification (a) hereof plus a tool allowance of $8.30 multiplied by 52 and divided by 42.2.

The factor of 42.2 is computed taking into account pro rata entitlements to the following:

20 working days annual leave; 10 days sick leave; 11 days public holidays; 8 days for following the job.

In addition to the hourly rate prescribed herein a disability payment of 36 cents per hour shall be made for each hour worked; together with an amount for annual leave loading equivalent 1/38 of the minimum wage prescribed in subclause 3 - Minimum Wage of this division for each hour worked.

(g) Leading Hands

(i) If in charge of 2 to 8 employees, shall be paid 35 cents per hour extra.

(ii) If in charge of more than 8 employees, 58 cents per hour extra.

(h) Supplementary Payment

The amounts appearing in the column headed Supplementary Payment contained in subclause (1) of this division are absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period commencing on or after 9 March 1992.

2. APPRENTICES

The minimum weekly wage rate that may be paid to apprentices shall be the undermentioned percentages of the wage applicable to classification (a), subclause 1 - Wages, of this clause.

	Percentage of Weekly Wage Rate $413.40 %	Weekly Wage Rate $
Four-year term		
First year	38	157.10
Second year	55	227.40
Third year	75	310.10
Fourth year	90	372.10

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> **PROVIDED THAT** the weekly wage rates for apprentices shall be adjusted to the nearest 10 cents. In addition to the rate prescribed herein there shall be added a tool allowance of $11.50 per week which sum shall not be taken into account in the computation of overtime or any other penalty rates.

An employer who provides an apprentice with a kit of tools may deduct from the wages of the apprentice the tool allowance of $11.50 per week until such time as the employer is reimbursed the cost of the tools. In the event of an apprentice being dismissed or leaving the employment before the cost of the tools has been reimbursed, the employer shall be entitled to deduct from any moneys owing to the apprentice the amount then owing or to retain such tools as will equal the value then owing.

Tools so provided shall be kept at the employer's establishment during the usual hours of work."

OPERATIVE DATE

This order shall come into effect from the beginning of the first full pay period commencing on or after 3 November 1995.

F D Westwood
PRESIDENT

20 February 1996