

**IN THE TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984

**T. No. 99 of 1985**

**IN THE MATTER OF** an application by  
the Tasmanian Trades and Labor  
Council to increase salaries and  
allowances in the **FERRO ALLOYS AWARD**  
in accordance with the National Wage  
Case decision of 3 April 1985

**ORDER BY CONSENT -**

The above award is varied as follows:

**PART I - WAGE RATES**

By deleting the whole of Part I and inserting in lieu thereof the  
following:

## FERRO ALLOYS AWARD

Established in respect of the industries carried on by the Tasmanian Electro Metallurgical Company Pty. Ltd.

Operative Date:- As from the first pay period to commence on or after the 6th April, 1985.

### INDEX

#### PART I - WAGE RATES

Clause No.	Page No.
* 1. Basic Wage	3
* 2. Margins	3
* 3. Leading Hands	6
4. Apprentices	6
* 5. Shift Work Allowances	7
6. Disability Allowance	8
* 7. Tool Allowance	8
8. Certificate Allowance	8

NOTE:- Clauses varied in accordance with the provisions of Section 35(7) of the Industrial Relations Act 1984 are indicated with an asterisk (\*) in the Index.

The award made on 19 April 1984 (No. 4 of 1984) and varied on 7 August 1984 (No. 5 of 1984), 28 December 1984 (No. 6 of 1984) and 23 April 1985 (No. 1 of 1985) is hereby revoked and replaced by this award.

## PART I - WAGE RATES

### 1. BASIC WAGE

The minimum rate of wage that may be paid by employers to adult employees per week as a basic wage shall be \$104.20.

### 2. MARGINS

In addition to the basic wage prescribed by Clause 1 hereof, employees of a classification hereunder mentioned shall be paid the margin opposite that classification -

#### Section A - Plant Operatives

	Margin Per Week \$
1. Furnace man	150.90
2. Tapper	135.60
3. Tapper's Assistant	122.60
4. Crane driver	132.70
5. Telpher driver	121.30
6. Crusher Attendant	131.70
7. Plant labourer (as defined)	118.60
8. Crusher labourer	122.60
9. Labourer other (as defined)	114.80
10. Sinter Machine Operator	150.90
11. Sinter Plant Assistant	122.60
12. Tapper and Caster	143.50
13. Baghouse Attendant	131.70
14. Baghouse Labourer	120.60
15. Pendant Control Crane Operator	
(a) 10 tonnes and over	122.00
(b) Under 20 tonnes	118.60
16. Water Treatment Plant Attendant	128.80
17. Water Treatment Plant Assistant	120.60
18. Induction Furnace Operator	145.00
19. Induction Furnace Attendant	128.80

#### Section B - Maintenance and Miscellaneous

1. Fitter	185.30
2. Fitter/Mobile Equipment (as defined)	185.30

Ferro Alloys 3. Part I

	Margin Per Week \$
3. Boilermaker and/or structural steel tradesman	185.30
4. Smokehood Welder	189.30
5. Marker off (as defined)	201.50
6. Electrical tradesman	185.30
7. Electrician, Special Class (as defined)	239.40
8. Electrician Advanced T.E.M.C.O. (as defined)	202.30
Employees engaged in classifications 6, 7 and 8 of this Section shall, if holding an "A" Grade Licence be paid an additional allowance of \$9.20 per week.	
9. Instrument Fitter (as defined)	214.60
10. Instrument Fitter Special Class (as defined)	239.40
11. Bricklayer	185.30
Bricklayer employed on repair of brick- work in connection with furnace work shall be paid at the rate of time and a half on the margin prescribed herein.	
12. Carpenter	185.30
13. Employee directly assisting a tradesman (as defined)	118.90
14. Bricklayer's labourer	148.30
15. Operator of loader front end or overhead -	
Up to and including 0.75 cubic metres	140.30
Over 0.75 cubic metres and up to and including 2.25 cubic metres	144.80
Over 2.25 cubic metres and up to and including 4.5 cubic metres	148.20
16. Fork Lift Driver	
(i) Lifting capacity up to 5,000 kg	137.90
(ii) Lifting capacity in excess of 5,000 kg	142.40

Ferro Alloys 4. Part I

	Margin Per Week \$
17. Mobile Crane Driver	
(i) Lifting capacity up to 5 tonnes	137.30
(ii) Lifting capacity in excess of 5 tonnes but not exceeding 10 tonnes	141.90
(iii) Lifting capacity in excess of 10 tonnes	146.40
18. Backhoe Operator	140.30
19. Wharf Crane Driver	175.40
20. Press Operator	129.40
21. Driver, crawler tractor using power operated attachments (over 10,000 lb up to 15,000 lb shipping weight)	140.30
22. Plant serviceman (as defined)	147.80
23. Rigger and/or splicer	155.80
24. (a) Storeman Grade 1	
A storeman and/or packer during the first 2 months of service	135.20
(b) Storeman Grade 2	
A storeman and/or packer after 2 months service	137.00
25. Employee engaged on the lining of casting pans and launders	146.80
26. Greaser	121.90
27. Change house attendant	118.60
28. Triggerman	121.80
29. Beltman	146.80
30. Painter	185.30
31. Gardener	118.60
32. Employee directly assisting an employee other than a tradesman	118.90

#### Section C - Transport

Employee driving motor vehicle having  
maker's capacity of -

1.2 tonnes or less	154.50
Over 1.2 tonnes but not over 3 tonnes	157.90
Over 3 tonnes but not over 6 tonnes	162.00

Ferro Alloys 5. Part I



	Margin Per Week \$
6 tonnes and over but under 7 tonnes	162.70
7 tonnes and over but under 8 tonnes	163.50
8 tonnes and over but under 9 tonnes	164.20
9 tonnes and over but under 10 tonnes	164.80
Relief Driver	164.80

#### Section D - R.L.D. Plant Relief Operators

RLD Operator Grade 5	161.80
RLD Operator Grade 4	144.90
RLD Operator Grade 3	129.50
RLD Operator Grade 2	126.00
RLD Operator Grade 1	118.90

#### Definitions

Grade 5 means an employee qualified in the operation of the mobile and 40 tonne O.H.C. and is sufficiently experienced in operational skills to relieve on RLD classifications:-

- (a) F.E.L. Driver
- (b) Forklift driver
- (c) Mobile crane driver
- (d) Backhoe driver
- (e) Overhead crane driver
- (f) Telpher driver

Grade 4 means an employee allocated the RLD relief duties associated with No. 5 Furnace area and relieves the following classifications as required:-

- (a) Tapper and caster
- (b) Crusher attendant
- (c) Crusher labourer
- (d) Change house attendant
- (e) Employee engaged in lining and casting of pans and launders

Grade 3 means an employee allocated the RLD relief duties associated with all raw material and finished product crushers (other than No. 5 F/P Crusher) and relieves the following classifications as required:-

- (a) Crusher attendant
- (b) Crusher labourer

Ferro Alloys 6. Part I

Grade 2 means an employee allocated the RLD relief duties associated with No. 3 Furnace area and relieves the following classifications as required:-

- (b) Tapper assistant
- (c) W.T.P. attendant

Grade 1 means an employee allocated the RLD relief duties associated with No. 1 & 2 Furnace and Sinter Plant, relieving the following classifications as required:-

- (a) Tapper assistant
- (b) Sinter plant assistant

### 3. LEADING HANDS

Unless otherwise specifically provided for, employees appointed by the company as leading hands shall be paid additional amounts as follows:-

	Per Week \$
In charge of 3 to 10 employees	14.00
In charge of 11 to 20 employees	20.90
In charge of more than 20 employees	26.80

### 4. APPRENTICES

The minimum rates of wages to be paid to apprentices and probationary apprentices in all trades shall be the undermentioned percentages of the total wage for classification 1, Section B, Clause 2 hereof calculated to the nearest 10 cents -

	Percentage of Tradesman's Wage %	Amount Per Week \$
1st year	45	130.30
2nd year	55	159.20
3rd year	75	217.10
4th year	92	266.30

The conditions of apprenticeship shall be in accordance with those prescribed in the Apprentices Act 1942, and Regulations thereto.

### 5. SHIFT WORK ALLOWANCES

Except as otherwise provided shift workers shall be paid in addition to the wage rates prescribed for their classification, the following shift work allowances -

Ferro Alloys 7. Part I

Shift workers whilst working rotating shifts (day shift, night shift, afternoon shift) with regular weekly changes at the rate of \$4.22 per shift in respect of all shifts worked.

Provided that each such rotating shift worker, when engaged under a roster system which does not provide for at least 1/3 of his working time in the full cycle of the roster being on day shift, shall be paid an additional shift allowance at the rate of \$2.65 per shift in respect of each of any number of afternoon and/or night shifts more than 2/3 of his working time in the roster worked by him.

Provided further that working time on day shift shall, if necessary, include shifts rostered off on day shift not exceeding an average over the full cycle of the roster of one per week.

#### 6. DISABILITY ALLOWANCE

In addition to the rates of wage herein prescribed there shall be paid to each employee a disability allowance of \$16.60 each week of 38 hours worked.

When a greater or lesser number of hours than 38 are worked in a week, the disability allowance shall be paid pro rata to the hours worked.

#### 7. TOOL ALLOWANCE

In addition to the wage rates prescribed in Section B, Clause 2 hereof, the following tool allowance shall apply to the undermentioned classifications:-

	\$
Carpenters	7.60
Bricklayers	7.60
Painters	7.60

#### 8. CERTIFICATE ALLOWANCE

A certificate allowance of \$4.10 per week will be payable to employees who possess and are required to use the knowledge obtained in acquiring the following certificates -

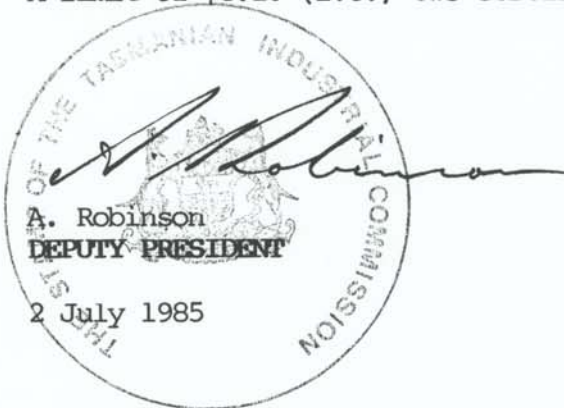
<u>Riggers</u>	-	D.L.I. Certificate of Competency
<u>Fitters</u>	-	Post Trade Hydraulics Certificate
	-	Post Trade Diesel Endorsement

Ferro Alloys 8. Part I



<u>Boilermakers</u>	-	D.L.I. Pressure Vessel Welding Certificate
<u>Electricians</u>	-	Post Trade Industrial Electronics Certificate

A limit of \$8.20 (i.e., two certificates) will apply.



Ferro Alloys 9. Part I