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TASMANIAN INDUSTRIAL COMMISSION

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

**Health Services Union of Australia
Tasmania No. 1 Branch
(T.6269 of 1996)**

DENTISTS AWARD

DEPUTY PRESIDENT A ROBINSON

HOBART 17 August 1995

Award variation - Review of Wage Fixing Principles arising from the decision of the Australian Industrial Relations Commission in the Third Safety Net Adjustment and Section 150A Review on 9 October 1995 (Print M5600) - operative date ffpp 24.7.96

ORDER BY CONSENT -

No. 2 of 1996

AMEND THE **DENTISTS AWARD** IN THE FOLLOWING MANNER:

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Delete Clause 8 - Wage Rates and insert in lieu thereof the following:

"8. WAGE RATES

1. WAGES

The minimum weekly wage rate to be paid by employers to adult employees per week of 38 hours shall be as follows:

DIVISION A - REGISTERED DENTAL MECHANICS AND DENTAL TECHNICIANS

| | Base Rate Relativity % | Base Rate \$ | Supplementary Payment \$ | | Weekly Wage Rate \$ |
|---|------------------------------|--------------------|--------------------------------|-------|---------------------------|
| | | | (A) | (B) | |
| (a) Registered Dental Mechanic - | | | | | |
| 1st year of experience | 118.14 | 431.40 | 61.50 | 24.00 | 516.90 |
| 2nd year of experience | 119.70 | 437.10 | 62.30 | 24.00 | 523.40 |
| 3rd year of experience | 121.26 | 442.80 | 63.10 | 24.00 | 529.90 |
| 4th year of experience | 122.82 | 448.50 | 63.90 | 24.00 | 536.40 |
| 5th year of experience & thereafter | 124.37 | 454.20 | 64.70 | 24.00 | 542.90 |
| (b) Dental Technician - | | | | | |
| 1st year of experience | 104.98 | 383.40 | 54.60 | 16.00 | 462.00 |
| 2nd year of experience | 106.54 | 389.10 | 55.40 | 16.00 | 468.50 |
| 3rd year of experience | 108.10 | 394.80 | 56.20 | 16.00 | 475.00 |
| 4th year of experience | 109.66 | 400.50 | 57.00 | 16.00 | 481.50 |
| 5th year of experience & thereafter | 111.21 | 406.10 | 57.90 | 16.00 | 488.00 |

(c) Apprentices

The minimum weekly wage rate to be paid to an apprentice shall be the undermentioned percentages of the weekly wage rate of a Dental Technician, 1st year of experience, as prescribed in classification (b) of this division:

| | % |
|-------------|----|
| First year | 45 |
| Second year | 55 |
| Third year | 65 |
| Fourth year | 85 |

Adjustments are to be made to the nearest ten cents.

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PROVIDED that an apprentice Dental Technician who completes his apprenticeship over a four year term shall then be paid the weekly wage rate prescribed in classification (b) of Division A.

(d) Extra Rates

A dental mechanic who is responsible for the supervision of 3 or more employees shall be paid **\$9.90** per week in addition to his/her weekly wage.

DIVISION B - DENTAL MECHANIC'S ASSISTANTS AND ATTENDANTS

(a) The minimum weekly wage rate to be paid by employers to adult Dental Mechanic's Assistants and Attendants (i.e. employees over 20 years of age) shall be the undermentioned rates per week:

| | Base Rate Relativity % | Base Rate \$ | Supplementary Payment \$ | | Weekly Wage Rate \$ |
|------------------------------|------------------------------|--------------------|--------------------------------|-------|---------------------------|
| | | | (A) | (B) | |
| 1st year of adult experience | 79.45 | 290.20 | 41.30 | 24.00 | 355.50 |
| 2nd year of adult experience | 81.01 | 295.80 | 42.20 | 24.00 | 362.00 |
| 3rd year of adult experience | 82.57 | 301.50 | 43.00 | 24.00 | 368.50 |
| 4th year of adult experience | 84.13 | 307.20 | 43.80 | 24.00 | 375.00 |
| 5th year of adult experience | 85.69 | 312.90 | 44.60 | 24.00 | 381.50 |

(b) Juniors

The minimum weekly wage rate to be paid to junior assistants shall be as follows:

| | Percentage of appropriate Adult Wage prescribed in Division B % |
|-----------------------|--|
| Under 17 years of age | 50 |
| 17 to 18 years of age | 62.5 |
| 18 to 19 years of age | 75 |
| 19 to 20 years of age | 87.5 |

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DIVISION C - DENTAL ASSISTANTS

The minimum weekly wage rate to be paid by employers to adult Dental Assistants (i.e. employees over 20 years of age) shall be the undermentioned rates per week:

| | Base Rate | Base | Supplementary | | Weekly |
|----------------------------------|------------|--------|---------------|-------|-----------|
| | Relativity | Rate | Payment | | Wage Rate |
| | % | \$ | \$ | \$ | \$ |
| | | | (A) | (B) | |
| (a) 1st year of adult experience | 83.62 | 305.40 | 43.50 | 24.00 | 372.90 |
| 2nd year of adult experience | 85.18 | 311.10 | 44.30 | 24.00 | 379.40 |
| 3rd year of adult experience | 86.74 | 316.80 | 45.10 | 24.00 | 385.90 |
| 4th year of adult experience | 88.30 | 322.50 | 45.90 | 24.00 | 392.40 |
| 5th year of adult experience | 89.86 | 328.20 | 46.70 | 24.00 | 398.90 |

PROVIDED that employees who prior to 20 November 1991 were classified as Dental Assistants in Clause 8 - Wage Rates, Division C - Dental Assistants, subclause (a) 4th and 5th years adult experience shall receive an actual wage increase of \$9.90 and \$9.80 respectively.

(b) Juniors

The minimum weekly wage rate to be paid to junior Dental Assistants shall be the undermentioned percentages of the 1st year adult experience contained in paragraph (a) of this Division.

| | % | Weekly Wage Rate |
|-----------------------|------|------------------|
| | | \$ |
| Under 17 years of age | 50 | 186.50 |
| 17 to 18 years of age | 62.5 | 233.10 |
| 18 to 19 years of age | 75 | 279.70 |
| 19 to 20 years of age | 87.5 | 326.30 |

PROVIDED that at 20 years of age an employee shall be classified under paragraph (a) of this Division.

(c) Certificate Allowance

In addition to the wage rates contained in subclauses (a) and (c) of this Division an employee who holds a certificate of proficiency accredited by the Dental Assistants' Education Council of Australia shall be paid a certificate allowance of **\$17.00** per week."

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OPERATIVE DATE:

The operative date for the foregoing amendments shall be from the beginning of the first full pay period to commence on or after 11 July 1995.

B.R. Johnson
DEPUTY PRESIDENT

25 July 1996