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IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T. 266 of 1985

IN THE MATTER OF APPLICATIONS BY THE TASMANIAN PUBLIC SERVICE ASSOCIATION AND THE TASMANIAN TRADES AND LABOR COUNCIL TO VARY WAGE RATES AND ALLOWANCES IN NOMINATED PUBLIC AND PRIVATE SECTOR AWARDS IN ACCORDANCE WITH THE NATIONAL WAGE CASE DECISION OF 4 NOVEMBER 1985

ORDER BY CONSENT -

No. 1 of 1986

PART I – WAGE RATES

AMEND THE **AMBULANCE SERVICES AWARD, PART I – WAGE RATES,** BY DELETING ALL THE CLAUSES CONTAINED THEREIN AND INSERTING IN LIEU THEREOF THE FOLLOWING:

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Established in respect of :

(a) Ambulance Services established under the Ambulance Services Act 1982; and

(b) Ambulance Services other than Ambulance Services provided by a hospital.

DATE OF OPERATION

This award shall come into operation as from the first pay period to commence on or after 4 November 1985.

Provided that, it is a term of this award that the unions undertake that they will not pursue any extra claims, award or overaward, except where consistent with the Principles of Wage Fixation of the Tasmanian Industrial Commission.

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PART I - WAGE RATES

Clause No.

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* 1. Margins

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.

This Award incorporates and supersedes the Award of the Tasmanian Industrial Commission dated 23 July 1985 Part I - Wage Rates, No. 1 of 1985).

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PART I - WAGE RATES

SECTION I

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 $108.20.

2. MARGINS

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

	Classification	Margin Per Week $
(a)	Student Ambulance Officer Grade 1 (as defined)	131.00
(b)	Student Ambulance Officer Grade 2 (as defined)	142.30
(c)	Student Ambulance Officer Grade 3 (as defined)	173.80
(d)	Ambulance Officer	190.80
(e)	Station Officer Grade 2 (as defined)	232.10
(f)	Station Officer Grade 3 (as defined)	258.70
(g)	Training Officer	258.70
(h)	Clinical Instructor	232.10

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3. MINIMUM WAGE

(a) Notwithstanding the provisions of Clause 2 hereof, no adult employee shall be paid less than the rate of $194.20 per week.

(b) Provided that payments for overtime, shift allowances, special rates, holiday and weekend penalties prescribed in this award shall not be taken into account in the calculation of such minimum weekly rate of wage.

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

4. SERVICE AND EXPERIENCE PAYMENT

In addition to the wage rates and allowances prescribed in this award all adult employees mentioned in clause 2 hereof shall, subject to the following conditions, be paid the amounts prescribed herein.

(A) Conditions of Payment -

(i) Apart-time employee shall be paid proportionately to the number of hours worked per week.

(ii) Employees who. qualify for the next higher rate of payment shall, subject to the qualifications set out in these conditions, be entitled to receive the higher rate from the scale from the beginning of the first pay period to commence on or after the completion of their qualifying period of service.

(iii) Continuous service for the purpose of this Clause means unbroken service with any Ambulance Board which is subject to this award and shall include any absences from work on leave with pay, retirement on account of ill-health provided that the employee is re-engaged within a period of six months and any absence on workers' compensation which does not exceed 12 months. Provided further that any break in service between one Ambulance Board and another Board shall be counted as continuous service where the time elapsed between cessation of employment with one and commencement of employment with another Board does not exceed one month.

This shall not affect the right of an employer to give credit to an employee for past service with another employer engaged in the trade covered by this award in determining the starting point within the scale set out in sub-clause (b) hereof. Provided further that when calculating the duration of a period of continuous service there shall be deducted:

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(a) any period of leave without pay other than sick-leave;

(b) any continuous period of absence on sick leave to the extent to which such period exceeds six months;

(c) any period of service prior to the termination of employment for disciplinary reasons or voluntary termination of employment for any reason other than ill-health.

(iv) Payments of the amounts prescribed shall continue to be made during periods of annual leave or other absences approved by the employer during which ordinary wages are paid.

(v) Payments of the amounts prescribed shall be on the basis of a 40 hour week and shall not be taken into account for payment prescribed under Clauses 3, 4 and 7 of Section I, Part 11.

(B) Scale of Payments

On completion of	Column A Per Week $
Two years' service	23.30
Four years' service	25.30
Six years' service	28.80
Eight years' service	32.00

5. BRANCH STATIONS APPOINTMENTS

(a) Appointments to One Man Branch Stations shall be made from officers qualified to the rank of Station Officer, Grade 2, who shall be paid the rate for that qualification as prescribed in Clauses 1, 2 and 4 of Section I hereof, from the time of taking up duties until such duties under the term of the appointment are concluded.

(b) The appointment of Officer-in-Charge of a Branch Station shall be made from officers qualified to the rank of Station Officer, Grade 2, who shall be paid the rate for that qualification as prescribed in Clauses 1, 2 and 4 of Section I hereof, from the time of taking up duties until such duties under the terms of the appointment are concluded.

(c) If an officer appointed in accordance with sub-clause (b) has not qualified to the rank of Station Officer Grade 2 within the period specified in that sub-clause his salary shall then revert to the rate prescribed for his qualification.

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6. RELIEVING EMPLOYEES AT BRANCH STATIONS

(a) An employee relieving at a Branch Station may be required to perform 'on call' duty during those periods in which he is not rostered for duty.

If the employee is required to be 'on call' at a place other than his normal residence he shall be paid at the rate of $8.00 per 8 hour shift or part thereof.

(b) An employee who relieves another employee at a Branch Station, and by so doing is required to live away from his normal residence, shall be paid a victualling and incidental expense allowance of $9.50 per day for each day he performs such relief duty.

SECTION II - ADMINISTRATIVE STAFF

1. MARGINS

In addition to the basic wage prescribed in Clause 1 Section I hereof, employees classified hereunder shall be paid the margins assigned to those classifications:

	Margin Per Week $
Adult Clerk and/or Typist -	
First year of service	161.90
Second year of service	169.10
Third year of service	175.70
Fourth year of service and thereafter	182.80

Provided always that a clerk and/or typist shall be paid the following amounts in addition to the above marginal rates:

(a) $10.10 per week to a clerk in charge of two or more employees;

(b) $2.40 per week to a cashier (if appointed as such) or to a stenographer who is required to perform such duties.

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2. JUNIORS

The minimum rates of wages that may be paid per week to junior employees shall be the undermentioned amounts:

	Amount Per Week $
Clerk, Typist, Stenographer -	
16 years and under	131.70
17 years	146.40
18 years	168.40
19 years	188.20
20 years	208.90

SECTION III - EXECUTIVE STAFF

1. MARGINS

In addition to the basic wage prescribed in Clause 1, Section I hereof employees classified hereunder shall be paid the margins assigned to those classifications.

	Margin Per Week $
Superintendent in charge of:	
1 to 19 employees	424.90
20 to 29 employees	466.10
30 to 39 employees	486.70
40 to 49 employees	507.00
50 to 59 employees	527.20
60 to 69 employees	568.60
70 to 79 employees	589.40
80 employees and over	610.10

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Deputy Superintendents to be paid 90% of the total rate applicable to a Superintendent, viz:

Deputy Superintendent in establishments with:	Total Wage Per Week $
1 to 19 employees	479.80
20 to 29 employees	516.80
30 to 39 employees	535.40
40 to 49 employees	553.60
50 to 59 employees	571.80
60 to 69 employees	609.20
70 to 79 employees	627.80
80 employees and over	646.60

R.K. Gozzi
COMMISSIONER

8 January 1986