

IN THE TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.1524 and T.1525 of 1988

**IN THE MATTER OF APPLICATIONS BY
THE TASMANIAN PUBLIC SERVICE
ASSOCIATION AND THE TASMANIAN
TRADES AND LABOR COUNCIL
RESPECTIVELY [CONSEQUENT ON THE
DECISION OF THE FULL BENCH OF THE
AUSTRALIAN CONCILIATION AND
ARBITRATION COMMISSION IN THE
NATIONAL WAGE CASE OF 12 AUGUST
1988] TO INCREASE WAGE RATES AND
ALLOWANCES GENERALLY IN ALL AWARDS
AND AGREEMENTS AND TO REVIEW THE
WAGE FIXATION PRINCIPLES**

RE: \$10.00 WAGE RATE ADJUSTMENT

ORDER -

No. 1 of 1989

AMEND THE SHIPPING AWARD IN THE FOLLOWING MANNER:

AMEND THE SHIPPING AWARD IN THE FOLLOWING MANNER:

By deleting Clause 8 - Wage Rates, and inserting in lieu thereof the following:

"8. WAGE RATES

Division A - Ferry Boats and River and Harbour Trade

1. WAGE RATES

Adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification:

	Amount Per Week \$
(a) Vessels operating as Tugs -	
`Maydena`, `Boyer` -	
Master	301.10
Engineer	298.40
Deck Hand	253.70
(b) Ferries and other vessels	
(i) Passenger Ferries under 21.3 metres and other vessels	
1. Master	374.10
2. Engineer	374.10
3. Coxswain (work boats)	347.00
4. Fireman	318.10
5. Deck hand (required to collect fares) and/or bar attendant	324.00
6. Deck hand and/or linesman	315.40

Amount Per Week
\$

(ii) Passenger Ferries over 21.3 metres but under 38.1 metres (Cartela).	
1. Master	380.50
2. Engineer	380.50
3. Deck hand (required to collect fares) and/or bar attendant	324.00
4. Deck hand and/or linesman	315.40
(iii) Vehicular Ferries; and Passenger Ferries over 38.1 metres	
1. Senior Master	403.90
2. Master (Other)	397.60
3. Senior Engineer	401.30
4. Engineer (Other)	397.60
5. Deck hand (required to collect fares) and/or bar attendant	324.00
6. Deck hand and/or linesman	315.40
(iv) Bruny Island Ferry	
1. Senior Master	467.90
2. Master (Other)	459.90
3. Senior Engineer	464.60
4. Engineer (Other)	459.90
5. Deck hand (required to collect fares) and/or bar attendant	374.40
6. Deck hand and/or linesman	358.40
(c) Hopper Barge (self-propelled) - M.V. 'Anson'	
1. Master	385.80
2. Mate	318.50
3. Engineer	340.80
4. Greaser/deck hand	288.50
5. Deck hand	269.60

(d) Juniors

	Percentage of the total wage for Classification 6, subclause (b)(i) hereof %	Amount Per Week \$
Under 19 years of age	70	220.80
19 years of age	90	283.90
20 years of age	Adult Rate	315.40

On vessels where only one deck hand is permanently employed the deck hand shall be over 21 years of age, or if a junior is employed he shall be paid the adult rate.

In all cases where keep is provided by the employer the abovementioned wage rate may be respectively reduced by \$7.80 per week.

Division B - Clerks

1. WAGE RATES

Adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

Classification	Amount Per Week \$
1. First year's adult experience	255.80
Second year's adult experience	276.00
Third year's adult experience & thereafter	302.70
2. An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	409.40
3. A clerk who is in charge of and responsible for the work of -	
(a) Five or more employees	359.60
(b) Three or four employees	343.80
(c) Two employees	324.30

`Employees' in this subsection shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

2. JUNIORS

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the second year adult rate adjusted to the nearest 10 cents:-

	Percentage of Second Year Adult Rate	Amount Per Week \$
Under 16 years of age	40	110.40
16 to 17 years of age	45	124.20
17 to 18 years of age	55	151.80
18 to 19 years of age	70	193.20
19 to 20 years of age	80	220.80
20 to 21 years of age	90	248.40

Proviso

When determining the amount payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trade or groups of trades in respect of which awards of the Tasmanian Industrial Commission are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio-typists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount \$
Under 16 years of age	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.50
19 to 20 years of age	1.80
20 to 21 years of age	1.90
21 years of age and over	2.50

DIVISION C - INTRASTATE AND COASTAL VESSELS

1. WAGE RATES

Employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification for the following vessel:-

(a) M.V. 'Flinders Trader' Amount Per Week
\$

Classification

1. Mate	290.30
2. Engineer	290.30
3. Second Mate	255.40
4. Second Engineer	255.40
5. Boatswain	237.70
6. Deck hand	227.90
7. Cook	227.90

Percentage of
the total wage
for Item 6
%

Amount Per Week
\$

8. Deck boy -

Under 19 years	60	136.70
At 19 years	80	182.30
At 20 years	90	205.11

(b) M.V. 'Emu Bay'

The wage rates and conditions of work applicable to employees engaged on the aforementioned vessels shall be in accordance with those set out in the terms of a written agreement reached between the operators of the said vessels and the Merchant Service Guild (Tasmanian Branch).

The form of the agreement shall be subject to the approval of the Tasmanian Industrial Commission and shall include a provision for the reference of all disputes to the President of the Tasmanian Industrial Commission for determination.

(c) M.V. 'Roger Rougier'

Amount Per Week

Classification

\$

1. Master	423.30
2. Mate	374.00
3. First Engineer	415.10
4. Second Engineer	374.00
5. Deck Hand	227.90
6. Deck Hand/Cook	227.90

2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate of \$231.10 per week.
- (b) Provided that payments for overtime, special rates, holiday and weekend penalties, and shift allowances 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.

DIVISION D - WHARF AND/OR SHIPPING WATCHMEN

1. WAGES

The ordinary rates of wages that may be paid by employers to wharf and/or shipping watchmen shall be \$10.88 per hour computed on the following basis:

The amount of \$304.70 divided by a quantum of twenty eight. On any day on which an employee is engaged for work by an employer he shall be paid for at least seven hours at the appropriate rates, provided that:

- (a) On any Saturday the minimum payment for watchmen working in association with waterside workers shall be as for four hours at the appropriate rate unless the normal shift has been extended to enable a vessel to finish, in which event, unless circumstances beyond the employer's control preclude the working of labour after 1 p.m. the minimum payment shall be as for six hours at the appropriate rate. Time spent opening up or covering up before 8 a.m. or after 12 noon will not be regarded as an extension of the normal shift, nor will time so spent be included when calculating the minimum payment.

- (b) The minimum payment for any shift the normal duration of which is less than six hours shall be paid as for the normal duration of such shift and shall be paid for at the appropriate rate.
- (c) The minimum payment prescribed herein shall not apply to any employee who cannot be usefully employed for at least six hours on any day as a result of any strike, ban, limitation or restriction imposed on the proper performance of work by any employee or group of employees whether covered by this award or not.
- (d) On a day on which a stop-work meeting is held at any port the minimum payment for the day shift in that port shall be as for four hours at the appropriate rate.
- (e) When required, casual employees shall work extended shifts, with waterside workers and work reasonable overtime at overtime rates and on such other occasions as may be necessary to meet special circumstances."

DATE OF OPERATION

The foregoing variations shall have effect from the first pay period commencing on or after 15 March 1989.

