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TASMANIAN INDUSTRIAL COMMISSION

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

Australian Municipal, Administrative, Clerical and Services Union
(T.4890 of 1994)

BROADCASTING AND TELEVISION AWARD

COMMISSIONER R K GOZZI

Wage rates - State Wage Case December 1993 - arbitrated safety net adjustment

ORDER BY CONSENT –

No. 1 of 1994

THE ABOVE AWARD IS VARIED AS FOLLOWS:

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

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"8. WAGE RATES

1. ANNOUNCERS

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

	Base Rate		Supple- mentary Payment	Weekly Wage Rate	
	Hobart \$	L'ton \$		Hobart \$	L'ton \$
Announcers, on appointment and until obtaining six months' experience	212.10	212.10	8.00	220.10	220.10
Announcers, Grade II (as defined)	216.50	214.60	8.00	224.50	222.60
Announcers, Grade I (as defined)	224.00	222.10	8.00	232.00	230.10
	North West Coast \$	Queenstown and Elsewhere \$		North West Coast \$	Q'town and E'where \$
Announcers, on appointment and until obtaining six months' experience	212.10	212.10	8.00	220.10	220.10
Announcers, Grade II (as defined)	213.80	212.90	8.00	221.80	220.90
Announcers, Grade I (as defined)	219.70	216.50	8.00	227.70	224.50

Supplementary Payment

Arising out of the State Wage Case of 24 December 1993 - Arbitrated Safety Net Adjustment Principle, the amount appearing in the column headed Supplementary Payment in subclause 1 of this clause is absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period to commence on or after 1 March 1994.

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2. TECHNICAL AND PRODUCTION (TELEVISION)

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

	Base Rate \$	Supple- mentary Payment \$	Weekly Wage Rate \$
1. Senior technician, i.e. a technician who is engaged on work the performance of which requires him/her to hold a Television Operator's Certificate of Proficiency	264.10	8.00	272.10
2. Technician, qualified, i.e. an employee who holds a Television Operator's Certificate of Proficiency, and who, under direction, maintains and operates television equipment	237.30	8.00	245.30
3. Technician, unqualified, i.e. an employee who does not hold a Television Operator's Certificate of Proficiency, but who under direction maintains and operates television equipment	228.10	8.00	236.10
4. Co-ordinator switcher, i.e. an employee who is required to operate the unit of the control panel which co-ordinates both the video and audio parts of a programme being transmitted or recorded	228.10	8.00	236.10
5. Studio control operator, i.e. an employee who under direction performs in the course of his/her duties telecine control, audio-control, television camera operation, floor control, or lighting duties	222.10	8.00	230.10

PROVIDED that in respect to employees classified in items, 3, 4 and 5 hereof, additional amounts shall be paid as follows -

If such employee holds a Broadcast Operators Certificate, he/she shall be paid an additional	1.00
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If such employee holds a Television Operators Certificate, he/she shall be paid a further	3.40
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6.	Director, i.e. an employee who in the course of his/her duties is required to direct the co-ordination of live and/or composite live programmes	237.30	8.00	245.30
7.	Cine-cameraman, i.e. an employee who records events on cine-camera	237.30	8.00	245.30
8.	Still photographer, i.e. an employee who is required to record non-moving photographs	231.90	8.00	239.90
9.	Card artiste, i.e. an employee who is required to transcribe, in a form suitable for transmission, words, number and related decorative designs	237.30	8.00	245.30
10.	Announcer, i.e. an employee who reads or ad libs announcements directly related to the programme being transmitted or recorded	224.00	8.00	232.00
	After the first year of adult experience an extra	3.50		
	After the second year of adult experience, an extra	3.50		
11.	Property maintenance man	230.40	8.00	238.40
12.	Inexperienced adults	212.10	8.00	220.10
	Inexperienced adults may be employed in any of the above classifications other than those of technicians for a period not exceeding the first 6 months of their employment. As soon as such employee has acquired sufficient experience in the employer's opinion to be classified in one of the above classifications he/she shall be so classified, and thereafter shall be entitled to the amount appropriate to his/her classification.			
13.	Employees (other than musicians) not otherwise classified	210.00	8.00	218.00

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14. Film department employees -

Males -

1 st year's adult experience	211.60	8.00	219.60
2 nd year's adult experience	216.30	8.00	232.30
3 rd year's adult experience and thereafter	224.00	8.00	232.00

PROVIDED that an employee who has been employed as a junior clerk in this department shall be paid, on attaining the age of 21 years, the appropriate amount prescribed for an adult according to the number of years experience the said employee has obtained in this department before attaining the age of 21 years.

15. Certificate Allowance - The minimum rates of wages for junior employees in this division shall be increased by the sum of **\$1.00** per week if he/she is the holder of a Broadcast Operator's Certificate of Proficiency and by a further sum of **\$3.40** per week if he/she becomes the holder of a Television Operator's Certificate of Proficiency. A junior employee who has attained the age of 18 years and is required by his/her employer to perform work, the performance of which requires him/her to hold a Television Operator's Certificate of Proficiency shall be paid at the rate of wages prescribed for an adult studio control operator in item 5.

Supplementary Payment

Arising out of the State Wage Case of 24 December 1993 - Arbitrated Safety Net Adjustment Principle, the amount appearing in the column headed Supplementary Payment in subclause 2 of this clause is absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period to commence on or after 1 March 1994.

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3. CLERKS

Except as prescribed in paragraph (iv) hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

(i) Adults

1.	1st year's adult experience	310.00	8.00	318.00
	2nd year's adult experience	331.70	8.00	339.70
	3rd year's adult experience & thereafter	360.00	8.00	368.00
2.	An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	478.90	8.00	486.90
3.	A clerk who is in charge of and responsible for the work of -			
	(a) 5 or more employees	425.50	8.00	433.50
	(b) 3 or 4 employees	409.10	8.00	417.10
	(c) 2 employees	400.90	8.00	408.90

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

Supplementary Payment

Arising out of the State Wage Case of 24 December 1993 - Arbitrated Safety Net Adjustment Principle, the amount appearing in the column headed Supplementary Payment in subclause 3 of this clause is absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period to commence on or after 1 March 1994.

(ii) Estimating Service

In estimating the number of years service of an employee,, the total clerical experience in the service of every employer in the trades or groups of trades in respect of awards of the Tasmanian Industrial Commission applicable to private industry employees, shall be taken into account.

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(iii) Juniors

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the 2nd year adult rate prescribed in paragraph (i) adjusted to the nearest 10 cents.

	%	
Under 16 years of age	40	135.90
16 to 17 years of age	45	152.90
17 to 18 years of age	55	186.80
18 to 19 years of age	70	237.80
19 to 20 years of age	80	271.80
20 to 21 years of age	90	305.70

PROVIDED that the relevant percentages of the \$8.00 Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 1 March 1994.

(iv) 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 trades or groups of trades in respect of awards of the Tasmanian Industrial Commission, applicable to private industry employees, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(v) Trainee Clerk (as defined)

The minimum weekly wage rate payable to a trainee clerk (as defined) shall be determined by the following method of calculation:

By taking the appropriate wage rate for a junior clerk as prescribed in subclause (ii) herein then multiplying it by 39 and dividing it by 52 (39 being the actual number of weeks spent on the job).

PROVIDED that the wage determined by this calculation shall in no case be less than the minimum rate (as varied from time to time) prescribed by the Australian Traineeships System Guidelines.

PROVIDED ALWAYS that trainee clerk (as defined) wage rate shall be calculated in multiples of 10 cents with any result of 5 cents or more being taken to the next 10 cents.

(v) Additional Payments

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

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	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	2.10
20 to 21 years of age	2.20
21 years of age and over	2.80

4. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 3 hereof, no adult employee shall be paid less than the rate of **\$257.40** 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."

OPERATIVE DATE

This order shall be operative from the first full pay period on or after 1 March 1994.

R.K. Gozzi
COMMISSIONER

1 March 1994