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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 vary salaries and allowances in the **AWARD OF THE DENTISTS INDUSTRIAL BOARD** 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

1. By deleting the title of the award and inserting in lieu thereof "Dentists Award".
2. By deleting the whole of Part 1 and inserting in lieu thereof the following:

Established in respect of:

- (a) Dentists
- (b) Dental Mechanics

registered under Part III of the Dentists' Act 1919.

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

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PART I - WAGE RATES

Clause No.

- * 1. Wage Rates
- * 2. Minimum Wage
- 3. Juniors
- 4. Apprentices
- * 5. Tool Allowance

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 of the Dentists Industrial Board made on 19 April 1984 (No. 2 of 1984) is hereby revoked and replaced by this Award.

1. WAGE RATES

The minimum rates of wages that may be paid by employers to adult employees per week of 38 hours shall be as follows:

Division A

	Amount Per Week \$
(a) Registered Dental Mechanic -	
1st year of service	388.10
Thereafter a Career Allowance of \$4.10 per week per year for 4 years	
i.e. 2nd year of service	392.20
3rd year of service	396.30
4th year of service	400.40
5th year of service and thereafter	404.50
(b) Dental Technician -	
1st year of service	339.00
Thereafter a Career Allowance of \$4.10 per week per year for 4 years,	

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i.e. 2nd year of service	343.10
3rd year of service	347.20
4th year of service	351.30
5th year of service and thereafter	355.40

Division B

(a) Dental Mechanic's Assistant and Attendant -

(i) Employees in this classification with less than 9 months previous experience, shall be paid per week the undermentioned percentages of the amount of \$235.90.

	%
1. Without previous experience	80
2. With 3 months' and less than 6 months' previous experience	87
3. With 6 months' and less than 9 months' previous experience	94

(ii) Employees in this classification, after 9 months previous experience and at the age of 20 shall be paid per week the undermentioned rate of wage:

	Amount Per Week \$
After 9 months' previous experience Thereafter a Career Allowance of \$4.10 per week per year for 4 years,	235.90
i.e. After one year's additional experience	240.00
After two year's additional experience	244.10
After three year's additional experience	248.20
After four year's additional experience	252.30

(b) Dentist's Assistant and/or Receptionist -

(i) Employees in this classification, with less than 9 months' previous experience, shall be paid per week the undermentioned percentages of the amount of \$248.20.

	%
1. Without previous experience	80
2. With 3 months' and less than 6 months' previous experience	87
3. With 6 months' and less than 9 months' previous experience	94

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- (ii) Employees in this classification, after 9 months' previous experience and at the age of 20, shall be paid per week the undermentioned rate of wage:

	Amount Per Week \$
After 9 months' previous experience Thereafter a Career Allowance of \$4.10 per week per year for 4 years.	248.20
i.e. After one year's additional experience	252.30
After two year's additional experience	256.40
After three year's additional experience	260.50
After four year's additional experience	264.60

- (iii) Certificated Dental Assistant i.e. a female employee who has qualified for a certificate of proficiency issued by the Dental Assistants' Association of Australia shall be paid an allowance of \$6.20 per week extra.

Division C - Extra Rates

- (a) A dental mechanic who is responsible for the supervision of 3 or more employees shall be paid \$8.80 per week in addition to his weekly wage.
- (b) A female attendant who is responsible for the supervision of 2 or more employees shall be paid \$4.00 per week in addition to her weekly wage.

2. MINIMUM WAGE

- (a) Notwithstanding the provisions of Clause 1 hereof, no adult employee shall be paid less than the rate of \$187.10 per week.
- (b) Provided that payments for overtime, 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.

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3. JUNIORS

The minimum rates of wages that may be paid to junior assistants shall be as follows:

	Percentage of appropriate Adult Wage prescribed in Division B, Clause 1 hereof. %
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
20 to 21 years of age	100

4. APPRENTICES

The minimum rates of wages that may be paid to apprentices shall be the undermentioned percentages of the wage rate of a dental technician as prescribed in item (b), Division A, Clause 1 hereof:

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

Adjustments are to be made to the nearest ten cents.

Proviso -

Provided that an apprentice dental technician who completes his apprenticeship over a 4 year term shall then be paid at the rate prescribed in item (b), Division A, Clause 1 hereof.

5. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Apprentices Act 1942 shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$7.60 per week.

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Provided that such allowance shall not be subject to adjustment when computing payments for shift penalty rates, for weekend or holiday work, for overtime or for any other purpose.

A. Robinson
DEPUTY PRESIDENT

27 June 1985