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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

T.266 of 1985

IN THE MATTER OF AN APPLICATION BY 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

AMEND THE **HOSPITALS AWARD, PART I – WAGE RATES AND PART II – CONDITIONS** IN THE FOLLOWING MANNER:

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1. By deleting from "PART I - WAGE RATES" the whole of "SECTION I - STAFF EMPLOYED IN PRIVATE HOSPITALS" and inserting in lieu thereof the following:

"SECTION I - STAFF EMPLOYED IN PRIVATE HOSPITALS

1. WAGE RATES

Adult employees classified hereunder shall, except as otherwise specified, be paid the wage rate assigned to that classification.

SECTION A - STUDENT AND REGISTERED NURSING STAFF

	AMOUNT PER WEEK OF 40 HOURS $
1. Student Nurse (General) -	
1st year of training	203.10
2nd year of training	233.70
3rd year of training	264.00

Provided always that

(i) A student nurse on attaining the age of 21 years, shall be paid a total wage of not less than -

1st year of training	280.30
2nd year of training	287.90
3rd year of training	296.70

(ii) A student nurse who has successfully completed the examinations prescribed by the Nurses' Registration Board for the Certificate in General Nursing shall be paid from the beginning of the first full pay period to commence on or after the date of passing the said examinations, and until such time as registration is granted a total wage of not less than $305.40

2. Student Nurse (Midwifery) -	
If a registered general nurse	311.10
3. Registered Nurse –	
1st year of service	311.10
2nd year of service	323.30
3rd year of service	335.50
4th year of service	347.60
5th year of service and thereafter	359.90

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A Registered Nurse required to assume charge of a Ward (where a Nurse-in-charge is normally employed) or a hospital or home during the absence of the Nurse-in-charge or Matron as the case may be, provided such person is not on "close call" shall be paid an allowance of $7.26 per shift or part thereof. Provided that this allowance shall not be payable if the period involved is less than 4 hours and provided that no nurse classified above the level of Registered Nurse is on duty and responsible for the hospital, home or ward, as the case may be, at the time.

4. Nurse-in-charge of Ward -

Class I

1st year of service	387.20
2nd year of service and thereafter	396.50

Class II

A Class II Nurse-in-Charge is a nurse appointed as such	413.70

5. Tutor Nurse or Clinical Instructor-in-Charge, i.e. where two or more Tutor Nurses, or Clinical Instructors are required -

(a) With Tutor Diploma –

1st year of service	436.40
2nd year of service and thereafter	445.20

(b) Without Tutor Diploma -

1st year of service	413.20
2nd year of service and thereafter	422.20

6. Tutor Nurse or Clinical Instructor (other) -

(a) With Tutor Diploma	422.20
(b) Without Tutor Diploma	398.90

7. Supervisory Nurse or Housekeeper i.e. a Registered Nurse appointed as such to supervise a Department -

1st year of service	422.20
2nd year of service and thereafter	429.80

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8. Assistant Matron (if appointed as such) -

Grade 1 - St. Johns, Calvary, St. Vincents	
1st year of service	453.80
2nd year of service and thereafter	462.50
Grade 2 - Others	
1st year of service	433.50
2nd year of service and thereafter	442.20

9. Deputy Matron (if appointed as such) -

Grade 1 - St. Johns, Calvary, St. Vincents	
1st year of service	507.30
2nd year of service and thereafter	516.50
Grade 2 - Others	
1st year of service	491.10
2nd year of service and thereafter	500.30

10. Matron -

Grade I - St. Johns, Calvary and St. Vincents	601.80
Grade II - St. Helens and St. Lukes	
1st year of service	536.00
2nd year of service and thereafter	558.00
Grade III - Others	
1st year of service	448.20
2nd year of service and thereafter	470.10

11. Mothercraft Nurses (Registered) -

Under 20 years	
1st year of service as Mothercraft Nurse	232.90
2nd year of service as Mothercraft Nurse	246.10
3rd year of service as Mothercraft Nurse and thereafter	259.30

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20 years of age and over

1st year of service as Mothercraft Nurse	284.30
2nd year of service as Mothercraft Nurse	290.50
3rd year of service as Mothercraft Nurse and thereafter	296.70

12. Midwifery Nurse (Registered) -

1st year of service and thereafter	311.10

13. Registered Auxiliary Nurse -

1st year of service as Auxiliary Nurse	293.30
2nd year of service as Auxiliary Nurse	299.60
3rd year of service as Auxiliary Nurse	305.80
4th year of service as Auxiliary Nurse and thereafter	311.90

Provided always that a Registered Auxiliary Nurse -

(i) who is one year trained shall not progress beyond the wage rate prescribed for the 3rd year of service until she has qualified as two-year trained;

(ii) who is two-year trained shall commence at the wage rate prescribed for the 2nd year of service and progress by annual increments to the maximum of the scale.

14. Senior or Charge -

Grade 1	311.90
Grade 2	318.10

Provided always that no person shall be appointed or promoted to Grade 2 unless she holds the two-year trained qualification.

15. Student Auxiliary Nurse -

(i) Junior

First year of training	193.50
Second year of training	231.30

Provided always that a Student Auxiliary (junior) shall, on attaining the age of 21 years be transferred to the Student Auxiliary Nurse (adult) salary scale at the salary rate which is appropriate to her year of training.

(ii) Adult

First year of training	281.90
Second year of training	289.40

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SECTION B - ANCILLARY SERVICE AND CLERICAL EMPLOYEES

		AMOUNT PER WEEK OF 37 1/2 HOURS $
1.	Physiotherapist or Occupational Therapist or Speech Therapist -	
	1st year of service	360.80
	2nd year of service	380.00
	3rd year of service	399.10
	4th year of service	417.90
	5th year of service	436.90
	6th year of service and thereafter	455.50
2.	Dietitians -	
	1st year of service	359.10
	2nd year of service	378.20
	3rd year of service	397.20
	4th year of service	416.10
	5th year of service	434.70
	6th year of service and thereafter	453.50
3.	Catering Officer -	
	1st year of service	409.20
	2nd year of service and thereafter	421.40
4.	Clerks – Adults -	
	1st year of service	276.00
	2nd year of service	284.60
	3rd year of service	293.20
	4th year of service	301.70
	5th year of service	310.50
	6th year of service	319.50
	7th year of service	328.10
	8th year of service and thereafter	338.10
5.	Senior Clerk - or Clerk-in-Charge -	
	1st year of service	347.70
	2nd year of service	360.20
	3rd year of service and thereafter	372.50

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6. Typists -

1st year's adult experience	278.20
2nd year's adult experience	282.40
3rd year's adult experience	286.80

Provided always that an employee who has satisfactorily passed a typewriting test of 50 words per minute shall be paid a proficiency allowance at the rate of $177.00 per annum.

7. Typist or Female Clerk-in-Charge -

1st year of adult experience	303.70
2nd year of adult experience	308.40
3rd year of adult experience and thereafter	312.70

8. Office Assistant -

1st year of adult experience	278.20
2nd year of adult experience	282.40
3rd year of adult experience and thereafter	286.80

9. Machinist -

1st year of adult experience	278.20
2nd year of adult experience	282.40
3rd year of adult experience	286.80
4th year of adult experience and thereafter	291.10

10. Stenographers - Class I -

1st year's adult experience	282.40
2nd year's adult experience	286.80
3rd year's adult experience	291.10
4th year's adult experience and thereafter	295.20

Provided always that -

(i) no person or employee shall be appointed or promoted to a position classified within this. class unless she has satisfactorily passed a stenography test at 80 words per minute.

(ii) A person or employee appointed or promoted too a position classified within this class who has satisfactorily passed a stenography test at one or other of the speeds undermentioned shall in addition to the abovementioned salary rates, be paid a proficiency allowance at the rate of

100 words per minute $354 per annum
120 words per minute $530 per annum

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Stenographers - Class II -

1st year's adult experience	317.10
2nd year's adult experience	321.80
3rd year's adult experience and thereafter	326.10

11. Switchboard Operator -

1st year of service	274.90
2nd year of service	281.90
3rd year of service	285.10
4th year of service and thereafter	287.60

12. Theatre Technician -

(a) (Unqualified)

1st year of service	296.60
2nd year of service	300.00
3rd year of service	303.20
4th year of service and thereafter	305.90

(b) Qualified (2 year diploma in Theatre Technology)

1st year of service	314.40
2nd year of service	322.70
3rd year of service	331.10

13. Carpenter -

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40
4th year of service	353.30
5th year of service and thereafter	358.50

14. Painter -

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40
4th year of service	353.30
5th year of service aril thereafter	358.50

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15. Fitter -

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40
4th year 'of service	353.30
5th year of service and thereafter	358.50

16. Electrical Mechanic -

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40
4th year of service	353.30
5th year of service and thereafter	358.50

Provided that an employee who is a holder of an 'A' Grade Wireman's License shall be paid an additional allowance of $11.70 per week.

17. Attendant Class I -

1st year of service	273.60
2nd year of service	277.00
3rd year of service	280.30
4th year of service and thereafter	282.90

Attendant Class II -

1st year of service	286.50
2nd year of service	289.20
3rd year of service	294.70
4th year of service and thereafter	298.00

18. Ward Cleaner, Window Cleaner -

1st year of service	267.60
2nd year of service	270.90
3rd year of service	274.20
4th year of service and thereafter	277.00

19. (i) Gardener -

1st year of service	278.60
2nd year of service	281.80
3rd year of service	284.90
4th year of service and thereafter	287.40

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(ii) Gardener-in-Charge -

1st year of service	291.70
2nd year of service	295.00
3rd year of service	298.20
4th year of service and thereafter	300.70

20. Kitchen Hand –

1st year of service	267.60
2nd year of service	270.90
3rd year of service	274.20
4th year of service and thereafter	277.00

21. Storeman –

1st year of service	285.80
2nd year of service	288.90
3rd year of service	292.20
4th year of service and thereafter	294.80

22. Cooks - (Qualified) -

(a) Cook (as defined)

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40

(b) Cook in Charge of 1 - 4 Cooks

1st year of service	368.00
2nd year of service and thereafter	373.10

(c) Cook in Charge of more than 4 Cooks 379.60

23. Cook - (Unqualified) - 319.30

24. General Repairs or Handyman –

1st year of service	287.80
2nd year of service	291.20
3rd year of service	294.40
4th year of service and thereafter	296.90

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25. Wardsmaid, Kitchenmaid, Theatremaid, Waitress and Housemaid -

1st year of service	267.60
2nd year of service	270.80
3rd year of service	274.20
4th year of service and thereafter	277.00

26. Head Waitress –

1st year of service	277.90
2nd year of service and thereafter	280.50

27. Laundryhand, Washing Machine Hand, Linen Sorter -

1st year of service	269.20
2nd year of service	272.50
3rd year of service	275.70
4th year of service and thereafter	278.60

28. Laundryhand-in-Charge -

1st year of service	280.30
2nd year of service and thereafter	282.90

29. Hospital Aide –

1st year of service	273.60
2nd year of service	277.00
3rd year of service	280.30
4th year of service and thereafter	282.90

30. Nursing Assistant (when engaged in an Aged Person's Home or a Geriatric Wing of a Private Hospital) -

1st year of service	282.60
2nd year of service	287.70
3rd year of service	293.20
4th year of service and thereafter	298.50

31. Domestic Supervisor or Housekeeper -

1st year of service	300.50
2nd year of service and thereafter	304.90

32. Assistant Domestic Supervisor or Housekeeper -

1st year of service	290.70
2nd year of service and thereafter	294.90

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33. Dressmaker-in-Charge -

1st year of service	291.40
2nd year of service	294.70
3rd year of service and thereafter	297.40

34. Dressmaker -

1st year of service	279.00
2nd year of service	282.20
3rd year of service	285.60
4th year of service and thereafter	288.10

Provided always that in addition to the above salary a dressmaker with formal qualifications equivalent to a 2 year part-time Technical College Certificate, or qualifications deemed equivalent by the Controlling Authority shall be paid a qualification allowance at the rate of $183 per annum. The foregoing rate shall not be subject to premium or penalty addition.

35. Machinist Seamstress -

1st year of service	271.10
2nd year of service	274.60
3rd year of service	277.90
4th year of service and thereafter	280.50

36. Therapy Assistant -

1st year of service	285.60
2nd year of service	289.80
3rd year of service	300.50
4th year of service	304.80

Provided that this classification shall be restricted to an employee carrying out treatment programmes established by a qualified Physio, Occupational or Speech Therapist.

37. Apprentices -

The salary rate for apprentices shall be

	Percentage of First Year of Service of the relevant Tradesman's Rate Four-year term %
First year of apprenticeship	44.5
Second year of apprenticeship	57.5
Third year of apprenticeship	75.0
Fourth year of apprenticeship	88.0

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SECTION C - EXECUTIVE STAFF

The provisions of this section shall apply to employees mentioned and defined in Clause 37, Section I, Part II.

		AMOUNT PER WEEK OF 37 1/2 HOURS $
Secretary		
(a)	St. Johns and Calvary	
	1st year of service	609.20
	2nd year of service and thereafter	622.60
(b)	St. Lukes	
	1st year of service	515.90
	2nd year of service	525.40
	3rd year of service and thereafter	537.70
(c)	Other Hospitals	
	1st year of service	409.20
	2nd year of service and thereafter	421.40
(d)	Accountant St. Johns (present occupant only)	
	1st year of service	479.30
	2nd year of service	491.70
	3rd year of service and thereafter	503.60
(e)	Administrative Officer, St. Helen's Hospital (occupant as at 15.3.1983)	503.60

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2. WAGE RATES JUNIORS

Junior workers not elsewhere provided for shall be paid the following amounts as wages:

	AMOUNT PER WEEK OF 37 1/2 HOURS $
(a) Clerks, Typists, Stenographers -	
Under 17 years of age	145.70
17 to 18 years of age	167.10
18 to 19 years of age	194.90
19 to 20 years of age	222.40
20 to 21 years of age	248.00

	AMOUNT PER WEEK OF 37 1/2 HOURS $
(b) Domestic and other juniors not elsewhere provided for -	
Under 17 years of age	140.30
17 to 18 years of age	164.20
18 to 19 years of age	192.80
19 to 20 years of age	222.70
20 to 21 years of age	245.70

Provided always that a junior employee paid under this item shall not receive less than:

57.5% at 18 years
75% at 19 years
88% at 20 years

of the first increment of the classification range which would be appropriate to an adult performing the same type of work.

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3. BOARD AND LODGING

(a) An employee who is provided by the employer with board and/or lodging shall, subject to any subsequent basic wage adjustments, have deducted from her wages the following amounts in respect of such board and lodging:

		DEDUCTION PER WEEK $
(i)	Where both board and lodging is provided	34.63
(ii)	Where lodging but no board is provided	11.53
(iii)	Where board but no lodging is provided	23.09
(iv)	Where a self-contained flat is provided, $12.56 per week in addition to the above rates.	

The provisions of this subclause shall not apply when an employee does not avail herself of the above facilities during periods of annual leave and sick leave.

(b) An employee who, if board and lodging were available, would normally be required to live in, but for whom board and lodging is not made available by the employer shall receive, in addition to the salary rates prescribed in this award, an allowance of $5.00 per week and shall be provided with one meal per day. This paragraph shall not apply to an employee living out during periods of annual recreational leave or long service leave.

(c) The maximum amount that shall be charged or deducted where an employee who does not make the board and/or lodging payments prescribed in subclause (a) hereof but who receives a meal from his/her employer shall be -

Lunch or Evening Meal	Rate Per Meal
Two or three courses	$1.15
Single hot or cold main course	.95
Single (other) course, i.e. soup or sweet	.85
Breakfast	
All breakfasts	.85

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PROVIDED ALWAYS THAT -

(i) minimum charge of 85 cents applies for each meal taken.

(ii) In each case where a one, two or three course meal is ordered and charged for as above, no extra charge is to be levied for either beverages, toast, bread, butter or condiments.

4. TOOL ALLOWANCE

In addition to the wage rates prescribed in Clause 1 of this Section the undermentioned classifications shall be paid the following tool allowance per week

Carpenter	7.00
Painter	5.70
Fitter	5.70
Electrical Mechanic	5.70

PROVIDED THAT -

(i) the employer shall provide a person employed as either an electrical mechanic or maintenance fitter with all hand, power or special tools necessary for the proper performance of such employee's duties.

(ii) where an employer does not supply either an electrical mechanic or maintenance fitter with hand tools or where an employee is required to provide his own tools for use in the service of his employer he shall be paid a tool allowance in accordance with the above rates.

5. CERTIFICATE AND DIPLOMA ALLOWANCES

Certificate -	$ 6.50 per week
Diploma (1/2 year course) -	$ 8.60 per week
Diploma (1 year course) -	$15.10 per week

PROVIDED ALWAYS THAT:

(i) an allowance in respect of a Tutor Sister Diploma shall not be paid to a Tutor Sister; and

(ii) the maximum allowance shall not, except at the employer's discretion exceed $13.00 per week in the case of a Tutor Nurse or Nurse Educator and $30.20 per week in any other case.

6. REMOTE CALL ALLOWANCE

The amount to be paid under the conditions prescribed in Clause 13 (Remote Call), Section 1, Part II is 74.21 cents per hour.

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SECTION III - EMPLOYEES IN ESTABLISHMENTS PROVIDING CARE FOR AGED PERSONS

1. WAGE RATES

Adult employees classified hereunder shall be paid the wage rate assigned to that classification.

	AMOUNT PER WEEK OF 40 HOURS $
SECTION A - REGISTERED NURSING STAFF	
1. Registered Nurse -	
1st year of service	311.10
2nd year of service	323.30
3rd year of service	335.50
4th year of service	347.60
5th year of service and thereafter	359.90

A Registered Nurse required to assume charge of a ward (where a Nurse-in-Charge is normally employed) or a hospital or hone during the absence of the Nurse-in-Charge or Matron as the case may be, provided such person is not on "close-call" shall be paid an allowance of $7.26 per shift or part thereof. Provided that the allowance shall not be payable if the period involved is less that 4 hours and provided that no nurse classified above the level of Registered Nurse is on duty and responsible for the hospital, home or ward, as the case may be, at the time.

2. Matron (Qualified) –	
In a home with a bed capacity of -	
(i) 20 beds or less	448.20
(ii) 21 to 30 beds	470.10
(iii) 31 to 60 beds	491.90
(iv) 61 to 90 beds	514.20
(v) 91 to 120 beds	536.00
3. Assistant Matron (and if appointed as such)	
1st year of service	433.50
2nd year of service and thereafter	442.20

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4. Registered Auxiliary Nurse –

1st year of service as Auxiliary Nurse	293.30
2nd year of service as Auxiliary Nurse	299.60
3rd year of service as Auxiliary Nurse	305.80
4th year of service as Auxiliary Nurse and thereafter	311.90

PROVIDED ALWAYS that a Registered Auxiliary Nurse -

(i) who is one year trained shall not progress beyond the wage rate prescribed for the 3rd year of service until she has qualified as 2 year trained;

(ii) who is 2 year trained shall commence at the wage rate prescribed for the 2nd year of service and progress by annual increments to the maximum of the scale.

5. Senior or Charge (Registered Auxiliary Nurse) -

Grade 1	311.90
Grade 2	318.10

Provided always that no person shall be appointed or promoted to Grade 2 unless she holds the 2 year trained qualification.

SECTION B - TRAINED STAFF

	AMOUNT PER WEEK OF 37 1/2 HOURS $

1. Physiotherapist or Occupational Therapist or Speech Therapist -

1st year of service	360.80
2nd year of service	380.00
3rd year of service	399.10
4th year of service	417.90
5th year of service	436.90
6th year of service and thereafter	455.50

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SECTION C - ANCILLARY SERVICE AND CLERICAL EMPLOYEES

		AMOUNT PER WEEK OF 40 HOURS $
1.	Nursing Assistant -	
	1st year of service	282.60
	2nd year of service	287.70
	3rd year of service	293.20
	4th year of service and thereafter	298.50
2.	Therapy Assistant -	
	1st year of service	285.60
	2nd year of service	289.80
	3rd year of service	300.50
	4th year of service and thereafter	304.80

Provided that this classification shall be restricted to an employee carrying out treatment programmes established by a qualified Physio, Occupational or Speech Therapist.

3.	Cooks - (Qualified) -	
	(a) Cook (as defined)	
	1st year of service	333.10
	2nd year of service	338.30
	3rd year of service and thereafter	343.40
	(b) Cook in Charge of 1 - 4 Cooks	
	1st year of service	368.00
	2nd year of service and thereafter	373.10
	(c) Cook in Charge of more than 4 Cooks	379.60
4.	Cook (Unqualified) -	319.30
5.	Wardsmaid, Kitchenmaid, Theatremaid, Housemaid and Waitress -	
	1st year of service	267.60
	2nd year of service	270.90
	3rd year of service	274.20
	4th year of service and thereafter	277.00

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6. Head Waitress –

1st year of service	277.90
2nd year of service and thereafter	280.50

7. Laundress –

1st year of service	269.20
2nd year of service	272.50
3rd year of service	275.70
4th year of service and thereafter	278.60

8. Laundress-in-Charge -

1st year of service	280.30
2nd year of service and thereafter	282.90

9. Domestic Supervisor or Housekeeper -

1st year of service	300.50
2nd year of service and thereafter	304.90

10. Assistant Domestic Supervisor or Housekeeper -

1st year of service	290.70
2nd year of service	294.90

11. Machinist Seamstress –

1st year of service	271.10
2nd year of service	274.60
3rd year of service	277.90
4th year of service and thereafter	280.50

12. General Repairs or Handyman –

1st year of service	287.80
2nd year of service	291.20
3rd year of service	294.40
4th year of service	296.90

13. Carpenter –

1st year of service	333.10
2nd year of service	338.30
3rd year of service	343.40
4th year of service	353.30
5th year of service and thereafter	358.50

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14. (i) Gardener –

1st year of service	278.60
2nd year of service	281.80
3rd year of service	284.90
4th year of service and thereafter	287.40

(ii) Gardener-in-Charge -

1st year of service	291.70
2nd year of service	295.00
3rd year of service	298.20
4th year of service	300.70

15. Driver –

Under 3 tons	317.80
3 tons and over	322.90
Omnibus (30 passengers or more)	329.10

	AMOUNT PER WEEK OF 37 1/2 HOURS $
16. Clerks – Adult -	
1st year of service	276.00
2nd year of service	284.60
3rd year of service	293.20
4th year of service	301.70
5th year of service	310.50
6th year of service	319.50
7th year of service	328.10
8th year of service and thereafter	338.10

17. Typists – Adult -

1st year of service	278.20
2nd year of service	282.60
3rd year of service	286.80

Provided always that an employee who has satisfactorily passed a typewriting test at 50 words per minute shall be paid a proficiency allowance at the rate of $177.00 per annum.

18. Senior Clerk or Clerk-in-Charge -

1st year of service	347.70
2nd year of service	360.20
3rd year of service and thereafter	372.50

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19. Secretary -

1st year of service	409.20
2nd year of service and thereafter	421.40

2. WAGE RATES - JUNIOR WORKERS

Junior workers not elsewhere provided for shall be paid the following amounts as wages:

	AMOUNT PER WEEK OF 37 1/2 HOURS $
(a) Clerks, typists, stenographers -	
Under 17 years of age	145.70
17 to 18 years of age	167.10
18 to 19 years of age	194.90
19 to 20 years of age	222.40
20 to 21 years of age	248.00

	AMOUNT PER WEEK OF 40 HOURS $
(b) Domestic and other juniors not elsewhere provided for -	
Under 17 years of age	140.30
17 to 18 years of age	164.20
18 to 19 years of age	192.80
19 to 20 years of age	222.70
20 to 21 years of age	245.70

Provided always that a junior employee paid under this item shall not receive less than:

57.5% at 18 years
75.0% at 19 years
88.0% at 20 years

of the first increment of the classification range which would be appropriate to an adult performing the same type of work.

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3. BOARD AND LODGING

(a) An employee who is provided by the employer with board and/or lodging shall, subject to any subsequent basic wage adjustments, have deducted from her wages the following amounts in respect of such board and lodging -

	DEDUCTION PER WEEK
(i) Where both board and lodging are provided	$34.63
(ii) Where lodging but no board is provided	11.53
(iii) Where board but no lodging is provided	$23.09

(iv) Where a self-contained flat is provided $12.56 per week in addition to the above rates.

The provisions of this subclause shall not apply when an employee does not avail herself of the above facilities during periods of annual leave and sick leave.

(b) An employee who, if board and lodging were available, would normally be required to live in, but for whom board and lodging is not made available by the employer shall receive, in addition to the salary rates prescribed in this award, an allowance of $5.00 per week and shall be provided with one meal per day. This paragraph shall not apply to an employee living out during periods of annual recreational leave or long service leave.

(c) The maximum amount that shall be charged or deducted where an Employee who does not make the board and/or lodging payments prescribed in subclause (a) hereof but who receives a meal from his/her employer shall be:

Luncheon or Evening Meal	Rates per Meal
Two or three courses	$1.15
Single hot or cold main course	.95
Single (other) course, i.e. soup or sweet	.85
Breakfast	
All Breakfasts	.85

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PROVIDED ALWAYS THAT -

(i) A minimum charge of 85 cents applies for each meal taken.

(ii) In each case where a one, two or three course meal is ordered and charged for as above, no extra charge is to be levied for either beverages, toast, bread, butter or condiments.

4. CARPENTER TOOL ALLOWANCE

In addition to the wage rates contained in Clause 1 of this Section the undermentioned classification shall be paid the following tool allowance per week:

Carpenter	$7.00

5. CERTIFICATE AND DIPLOMA ALLOWANCES

Certificate -	$6.50
Diploma (1/2 year course)	8.60
Diploma (1 year course)	15.10

PROVIDED ALWAYS that:

(i) an allowance in respect of a Tutor Sister Diploma shall not be paid to a Tutor Sister; and

(ii) the maximum allowance shall not, except at the employer's discretion exceed $13.00 per week in the case of a Tutor Nurse or Nurse Educator and $30.20 per week in any case.

6. REMOTE CALL ALLOWANCE

The amount to be paid under the conditions prescribed in Clause 5 in Section III, Part II is 74.21 cents per hour.

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SECTION IV - BLOOD BANK SERVICES

1. WAGE RATES

Employees of a classification mentioned herein shall be paid for a week of 40 hours not less than the amount assigned to that classification.

		AMOUNT PER WEEK $
1.	Registered Nurse (as defined) -	
	1st year of service	318.80
	2nd year of service	330.60
	3rd year of service	341.90
	4th year of service and thereafter	354.20
2.	Supervisory Nurse -	
	1st year of service	422.10
	2nd year of service	429.80
3.	Nurse-in-charge -	
	Class I	
	1st year of service	387.20
	2nd year of service and thereafter	396.50
	Class II	
	A Class II Nurse-in-Charge is a nurse appointed as such	413.70
4.	Blood Bank Technical Assistant -	
	1st year of service	272.70
	2nd year of service	274.80
	3rd year of service	281.20
	4th year of service and thereafter	284.30
5.	Office Assistant -	
	1st year of service	278.30
	2nd year of service	282.40
	3rd year of service	286.80

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6. Juniors:

16 years of age and under	145.70
17 years of age	167.10
18 years of age	194.90
19 years of age	222.40
20 years of age	248.00

2. REMOTE CALL ALLOWANCE

The amount to be paid under the conditions prescribed in Clause 9 in Section IV, Part II is 74.21 cents per hour."

2. PART II - "CONDITIONS"

(a) SECTION I - "STAFF EMPLOYED IN PRIVATE HOSPITALS"

(i) Clause 6 "OVERTIME - DAY WORKERS", subclause (d) - delete the amount "$4.50" and insert in lieu thereof "$4.70".

(ii) Clause 9 "UNIFORMS", subclause (b) "Student and Registered Nursing Staff" - delete the amounts "$3.80" and "$3.30" and insert in lieu thereof the amounts "$3.90" and "$3.40" respectively.

(iii) Clause 13 "REM0TE CALL"

- delete from subclause (a) the amount "$7.80" and insert in lieu thereof "$8.10".
- delete from subclause (b) the amount "$6.97" and insert in lieu thereof "$7.23".

(iv) Clause 15 "CERTIFICATE AND DIPLOMA ALLOWANCES (REGISTERED NURSING STAFF) - delete the scale of rates and proviso and insert the following:

"Certificate/Diploma Allowance -
Certificate - $5.20 per week
Diploma (1/2 year course) - $6.90 per week
Diploma (1 year course) - $12.10 per week

PROVIDED ALWAYS that -

(i) an allowance in respect of a Tutor Sister Diploma shall not be paid to a Tutor Sister; and

(ii) the maximum allowance shall not, except at the employer's discretion exceed $10.40 per week in the case of a Tutor Sister or Nurse Educator, $24.30 per week in any other case."

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(v) Clause 16 "MEALS", subclause (c) "Meal Allowance" delete the scale of rates and subclause (ii) and insert in lieu thereof the following:

"Meal	Rate of Allowance
Breakfast	$4.30
Lunch (or midday meal)	$4.80
Dinner (or evening meal)	$8.40

(ii) In the case of a meal provided by the employee herself a meal allowance of $1.50 for each meal so provided."

(vi) Clause 34 "ANCILLARY AND CLERICAL STAFF (AS DEFINED) SPECIAL CONDITIONS", subclause (d) "Foul and Nauseous Linen Allowance" - delete the amount "$6.70" and insert in lieu thereof "$7.00".

(b) SECTION II - "EMPLOYEES OF PUBLIC HOSPITALS"

(i) Clause 2 "PART-TIME EMPLOYEES" "Division A - Student and Registered Nursing Staff", subclause (j) "Certificate and Diploma Allowances" - delete the scale of rates and insert in lieu thereof the following:

"Certificate/Diploma Allowance -	
Certificate - $6.10 per week	
Diploma (1/2 year course)	- $8.30 per week
Diploma (1 year course)	-$14.50 per week

PROVIDED ALWAYS that -

(i) an allowance in respect of a Tutor Sister Diploma shall not be paid to a Tutor Sister; and

(ii) the maximum allowance shall not, except at the employer's discretion exceed $12.60 per week in the case of a Tutor Sister or Nurse Educator, $29.20 per week in any other case."

(c) SECTION III - "EMPLOYEES IN ESTABLISHMENTS PROVIDING CARE FOR AGED PERSONS"

(i) Clause 5 "CALL - CLOSE AND REMOTE"

- subclause (a) "Close (Registered Nursing Staff Only)" - - delete the amount "$13.34 and insert in lieu thereof "$13.85".

- subclause (b) "Remote" - delete the amount "$7.80" and insert in lieu thereof "$8.10".

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(ii) Clause 7 "CERTIFICATE AND DIPLOMA ALLOWANCES" - delete the scale of rates and proviso and insert in lieu thereof the following:

"Certificate/Diploma Allowance –
Certificate - $5.20 per week
Diploma (1/2 year course) - $6.90 per week
Diploma (1 year course) -$12.10 per week

PROVIDED ALWAYS that -

(i) an allowance in respect of a Tutor Sister Diploma shall not be paid to a Tutor Sister; and

(ii) the maximum allowance shall not, except at the employer's discretion exceed $10.40 per week in the case of a Tutor Sister or Nurse Educator, $24.30 per week in any other case."

(iii) Clause 16 "MEALS", subclause (c) "Meal Allowance" - delete the scale of rates and subclause (ii) and insert in lieu thereof the following:

"Meal	Rate of Allowance
Breakfast	$3.85
Lunch (or midday meal)	$4.20
Dinner (or evening meal)	$7.55

(ii) In the case of a meal provided by the employee herself a meal allowance of $1.35 for each meal so provided."

(iv) Clause 18 "OVERTIME", subclause (iv) - delete the amount "$4.50" and insert in lieu thereof "$4.70".

(v) Clause 25 "UNIFORMS", subclause (b) "Registered Nursing Staff" - delete the amounts "$3.80" and "$3.30" and insert in lieu thereof "$3.90" and "$3.40" respectively.

(vi) Clause 33 "ANCILLARY AND CLERICAL STAFF - SPECIAL CONDITIONS", subclause (d) "Foul and Nauseous Linen" - delete the amount "$6.70" and insert in lieu thereof "$7.00".

(d) SECTION IV - "BLOOD BANK SERVICES"

(i) Clause 5 "MEAL ALLOWANCE" - delete the amount "$4.50" and insert in lieu thereof "$4.70".

(ii) Clause 9 "REMOTE CALL" - delete the amount "$7.80" and insert in lieu thereof "$8.10".

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(iii) Clause 15 "ACCOMMODATION AND TRAVELLING"

- subclause (a) - delete the scale of rates and insert in lieu thereof the following:

"Meal	Rate of Allowance
Breakfast	$4.30
Lunch (or midday meal)	$4.80
Dinner (or evening meal)	$8.40"

- subclause (b) - delete the scale of rates and insert in lieu thereof the following:

	"Rates per day
(i) In this State	$55.00
(ii) Outside this State	$77.00"

(iv) Clause 16 "TRAVELLING ALLOWANCE" - delete the amount "25.61 cents" and insert in lieu thereof "26.58 cents".

(v) Clause 24 "UNIFORMS" - delete the amount "$3.80" where appearing and insert in lieu thereof "$3.90".

The foregoing variations come into operation as from the beginning of 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.

J.G. King
COMMISSIONER

10 January 1985