

IN THE 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 increase salaries and allowances in the AWARD OF THE SHIPPING 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 "Shipping Award".
2. By deleting the whole of Part I and inserting in lieu thereof the following:-

Shipping 2. Part I

SHIPPING AWARD

Established in respect of the industries of:-

- (a) Shipping, including the operation of ferries, barges, cruise vessels and charter vessels; and
- (b) Stevedoring.

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

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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 Shipping Industrial Board made on 19 April 1984 (No. 1 of 1984) is hereby revoked and replaced by this award.

PART I - WAGE RATES

SECTION I

FERRY BOATS AND RIVER AND HARBOUR TRADE

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 \$104.20.

2. MARGINAL RATES

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

	Margin Per Week \$
(a) Vessels operating as Tugs -	
'Maydena', 'Boyer' -	
Master	146.80
Engineer	144.40
Deck Hand	103.50
(b) Ferries and other vessels	
(i) Passenger Ferries under 21.3 metres and other vessels	
1. Master	213.60
2. Engineer	213.60
3. Coxswain (work boats)	188.80
4. Fireman	162.30
5. Deck hand (required to collect fares) and/or bar attendant	167.80
6. Deck hand and/or linesman	159.90
(ii) Passenger Ferries over 21.3 metres but under 38.1 metres (Cartela).	
1. Master	219.50
2. Engineer	219.50
3. Deck hand (required to collect fares) and/or bar attendant	167.80
4. Deck hand and/or linesman	159.90

		Margin Per Week \$
(iii)	Vehicular Ferries; and Passenger Ferries over 38.1 metres	
	1. Senior Master	240.80
	2. Master (Other)	235.10
	3. Senior Engineer	238.40
	4. Engineer (Other)	235.10
	5. Deck hand (required to collect fares) and/or bar attendant	167.80
	6. Deck hand and/or linesman	159.90
(iv)	Bruny Island Ferry	
	1. Senior Master	266.20
	2. Master (Other)	259.70
	3. Senior Engineer	263.50
	4. Engineer (Other)	259.70
	5. Deck hand (required to collect fares) and/or bar attendant	189.10
	6. Deck hand and/or linesman	175.80
(c)	Hopper Barge (self-propelled) - m.v. 'Anson'	
	1. Master	224.40
	2. Mate	162.70
	3. Engineer	183.10
	4. Greaser/deck hand	135.40
	5. Deck hand	118.00
(d)	Juniors	
	Percentage of the total wage for Classification 6, Sub-clause (b)(i) hereof %	Amount Per Week \$
	Under 19 years of age 70	184.90
	19 years of age 90	237.70
	20 years of age Adult Rate	264.10

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 \$7.30 per week.

3. MINIMUM WAGE

- (a) Notwithstanding the provisions of Clause 2 hereof, no adult employee shall be paid less than the rate of \$187.10 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.

SECTION II - CLERKS

1. MARGINS

Except as prescribed in Clause 2 hereof, adult employees of a classification hereunder mentioned shall, in addition to the basic wage prescribed in Clause 1, Section I, be paid the margin assigned opposite that classification.

		Margin Per Week
		\$
Classification		
1.	First year's adult experience	105.40
	Second year's adult experience	124.00
	Third year's adult experience and thereafter	148.40
2.	An accountant or chief clerk wholly responsible for the office work and who prepares the balance sheet and profit and loss account	245.90

		Margin Per Week \$
3.	A clerk who is in charge of and responsible for the work of -	
	(a) Five or more employees	200.30
	(b) Three or four employees	185.90
	(c) Two employees	168.00

'Employees' in this sub-section 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	91.30
16 to 17 years of age	45	102.70
17 to 18 years of age	55	125.50
18 to 19 years of age	70	159.70
19 to 20 years of age	80	182.60
20 to 21 years of age	90	205.40

Proviso

When determining the margin 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.

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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	1.40
19 to 20 years of age	1.70
20 to 21 years of age	1.80
21 years of age and over	2.30

SECTION III - INTRASTATE AND COASTAL VESSELS

1. MARGINS

In addition to the basic wage prescribed in Clause 1, Section I employees of a classification hereunder mentioned shall be paid the margin assigned opposite that classification for the following vessel:-

		Margin Per Week \$
(a)	M.V. 'Flinders Trader'	
	Classification	
	1. Mate	136.90
	2. Engineer	136.90
	3. Second Mate	105.10
	4. Second Engineer	105.10
	5. Boatswain	88.90
	6. Deck hand	80.00
	7. Cook	80.00

Shipping 8. Part I

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 President 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'

Classification	Margin Per Week
	\$
1. Master	258.60
2. Mate	213.50
3. First Engineer	251.10
4. Second Engineer	213.50
5. Deck Hand	80.00
6. Deck Hand/Cook	80.00

SECTION IV - 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 \$9.08 per hour computed on the following basis:-

The amount of the basic wage prescribed by clause 1, Section I hereof, plus a margin of \$150.10 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.

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(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.

