

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

ORDER -

No. 3 of 1988

AMEND THE WIREWORKING AWARD IN THE FOLLOWING MANNER:-

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

"8. WAGE RATES

1. WAGES

An adult employee of a classification specified herein shall be paid the amount assigned to that classification

Classification	Amount Per Week \$
1. Wire Worker 'A' (as defined)	261.80
2. Wire Worker 'B' (as defined)	249.90
3. Framemaker	251.90
4. Erector	251.90
5. (a) Storeman Grade 1 A storeman and/or packer during the first 2 months of service	266.30
(b) Storeman Grade 2 A storeman and/or packer after 2 months of service	273.10
6. Fitter	330.40
7. Employee not elsewhere classified	232.50
8. Employee directly assisting a tradesman	245.80
9. Employee driving motor vehicle having maker's capacity of -	
1.2 tonnes or less	299.50
Over 1.2 tonnes but not over 3 tonnes	303.20
Over 3 tonnes but under 6 tonnes	307.80
Over 6 tonnes but under 7 tonnes	308.50
Over 7 tonnes but under 8 tonnes	309.30
Over 8 tonnes but under 9 tonnes	310.00

2. MINIMUM WAGE

- (a) Notwithstanding the provisions of subclause 1 hereof, no adult employee shall be paid less than the rate of \$221.10 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.

3. LEADING HANDS

Leading hands in charge of not less than 3 and not more than 10 employees - \$16.50 per week extra; more than 10 and not more than 20 employees - \$24.50 per week extra; more than 20 employees - \$31.20 per week extra.

4. APPRENTICES

(a) Contract of Apprenticeship

The contract of apprenticeship shall be in accordance with the regulations made under the Industrial and Commercial Training Act 1985.

(b) Probationary Period

Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

(c) Wages

The minimum rates of wages that may be paid to apprentices shall be the undermentioned percentages of the wage for classification 6, subclause 1 hereof.

1st year	42%
2nd year	55%
3rd year	75%
4th year	88%

The wages shall be calculated to the nearest 10 cents, any fraction of 10 cents not exceeding 5 cents to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for the classification.

(d) Hours

The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeyman.

(e) Overtime and Shift Work

An apprentice under the age of 18 years shall not be required to work overtime or shift work unless he so desires.

(f) Payment by Results

An apprentice shall not work under any system of payment by results.

(g) Lost Time

The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the award for the trade, or on which he has unlawfully absented himself without the master's consent shall for every day short of the said number of working days, and for every day of such absence serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be served the apprentice shall be credited with the time which he has worked during the relevant year in excess of his ordinary hours.

(h) Prohibition of Premiums

An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(i) Attendance at Technical Schools

Apprentice attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(j) Annual and Sick Leave

Apprentices shall be entitled to the same sick and annual leave as is provided herein for adult employees in this award.

5. JUNIORS

The minimum rates of wages for unapprenticed juniors in occupations for which apprenticeship is not provided by this award shall be the undermentioned percentages of the wage prescribed for classification 2, subclause 1 hereof.

Under 16 years of age	35%
16 years of age	45%
17 years of age	55%
18 years of age	65%
19 years of age	78.5%
20 years of age	93%

Wage rates in this clause shall be calculated to the nearest 10 cents, any fraction of 10 cents not exceeding 5 cents to be disregarded.

6. TOOL ALLOWANCE

All employees engaged in classifications that are proclaimed as trades under the Industrial and Commercial Training Act 1985 shall either be supplied with all tools by the employer or be paid a tool allowance of not less than \$7.80 per week.

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."

DATE OF OPERATION

This award shall come into operation from the beginning of the first full pay period to commence on or after 15 September 1988.

PROVIDED THAT it is a term of this award arising from the decision of the Tasmanian Industrial Commission State Wage Case of 5 September 1988 the terms of which are set out therein that the union undertake, until 1 July 1989, not to pursue any extra claims, award or overaward, except where consistent with the State Wage Case Principles.

