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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

**The Community and Public Sector Union
(State Public Services Federation Tasmania)**
(T6189 of 1996)

GENERAL CONDITIONS OF EMPLOYMENT AWARD

Award variation - expense related allowances - award varied - operative ffpp 23 May 1996

ORDER - No. 1 of 1996

THE ABOVE AWARD IS VARIED AS FOLLOWS:

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1. By deleting from Clause 9 - Deductions From Salary, subclause (a) - Board and Lodging, paragraph (ii), and inserting in lieu thereof the following:

"(ii) An employee employed on the nursing staff of a State hospital, home or institution who, if board and lodging were available would normally be required to live in, but for whom board and lodging is not made available, shall receive in addition to the salary rates prescribed in a relevant award of the Tasmanian Industrial Commission an allowance of **\$8.35** per week, and shall also be provided with one meal per day. This paragraph shall not apply to any employee living out during periods of annual recreation leave or long service leave."

2. By deleting Clause 23 - Location Allowances, and inserting in lieu thereof the following:

"23. LOCATION ALLOWANCES

(a) Camp

Where in the performance of his duties an employee is required to camp and tents or other means of accommodation are provided, and he is absent from his normal place of residence, he shall be paid a camp allowance in accordance with the following rates:

| | Rates per Day |
|------------------------------|---------------|
| | \$ |
| Where a cook is provided | 20.75 |
| Where a cook is not provided | 25.50 |

Such allowance to be inclusive of all special conditions such as the carrying of tents and equipment, travelling over rough terrain and for work performed in severe climatic conditions.

(b) District

- (i) The purpose of this General Allowance is to compensate for excess costs necessarily incurred by an employee living in an 'isolated area' and without limiting the foregoing includes partial reimbursement for STD, freight, fuel and depreciation costs.
- (ii) Where a person is stationed permanently in one or other of the following districts he may, on the determination of the controlling authority, be paid an allowance in accordance with the following rates:

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| | | |
|-----|--|----------------------|
| (1) | Category R | Rate per Annum \$ |
| | Remote locations approved as such by the Tasmanian Industrial Commission including Bass Strait Islands, Maria Island and Bruny Island: | |
| | Person with dependent relatives residing with him | 2463 |
| | Other (no dependants) | 1229 |
| (2) | Category B | |
| | Locations under the Commonwealth Taxation Zone B prescription: | |
| | Person with dependent relatives residing with him | 1229 |
| | Others (no dependants) | 616 |
| (3) | Category S | |
| | Special Locations as may be approved by the Tasmanian Industrial Commission: | |
| | Person with dependent relatives residing with him | 616 |
| | Others (no dependants) | 312 |

PROVIDED that an employee with dependants residing with him shall be regarded as an employee without dependants if his spouse, of entitlement arising from employment, is in receipt of a district allowance.

PROVIDED FURTHER that a junior employee ineligible by age from holding a driving licence, shall be paid a rate calculated on the basis of the proportion that the junior employee's salary bears to the appropriate adult salary rate, provided that the junior employee shall in any case receive not less than 50 per cent of the relevant single adult allowance.

PROVIDED ALWAYS that a junior employee qualified by age to hold a driving licence shall be paid the full adult single allowance."

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3. By deleting from Clause 24 - Meal Allowances, subclauses (a) and (b), and inserting in lieu thereof the following:

"(a) Where an employee is required to commence duty at his headquarters not less than one and a half hours before, or to remain on duty for not less than one and a half hours after, the normal hours of duty, and that requirement necessitates his obtaining a meal away from home, that employee shall, subject to this subclause, be paid a meal allowance at the following rates:

| Meal | Rate of Allowance |
|--------------------------|-------------------|
| | \$ |
| Breakfast | 7.25 |
| Lunch (or midday meal) | 8.00 |
| Dinner (or evening meal) | 14.10 |

PROVIDED that where an employee who is required to work overtime on a Saturday, Sunday or public holiday, has been given prior notice thereof the previous day or earlier, he shall not be entitled to the payment of meal allowances BUT where such prior notice has not been given he shall attract such payment.

(b) Where the duties of an employee require him to travel from his headquarters and he is more than 10 miles or 16 kilometres therefrom at his normal meal hour, that employee shall, subject to this subclause, be paid:

(i) in the case of a meal purchased by the employee at any hotel, boarding house, or public eating place, a meal allowance at the following rates:

| Meal | Rate of Allowance |
|--------------------------|-------------------|
| | \$ |
| Breakfast | 7.25 |
| Lunch (or midday meal) | 8.00 |
| Dinner (or evening meal) | 14.10 |

(ii) in the case of a meal provided by the employee himself, a meal allowance of **\$2.40** for each meal so provided."

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4. By deleting Clause 29 - Training Courses, Conference Allowance, and inserting in lieu thereof the following:

"29. TRAINING COURSES, CONFERENCE ALLOWANCE

An employee who is required or is authorised to attend either a training course, conference or other similar function where full accommodation is provided at no cost to such employee, he shall be paid an allowance for incidental expenses for each day of such attendance at the rate of:

| | Rate per Day \$ |
|--------------------|--------------------|
| Within this State | 12.60 |
| Outside this State | 17.70" |

5. By deleting from Clause 30 - Travel Allowances, subclause (c) - Travelling, paragraph (i), and inserting in lieu thereof the following:

(c) Travelling

"(i) Employees travelling on duty who are required to remain away from their normal place of residence overnight shall be paid an allowance calculated in accordance with the following components:

| Component | Within Tasmania \$ | Outside Tasmania \$ | Sydney \$ |
|---|--------------------------|---------------------------|--------------|
| Overnight Absence From Normal Place of Residence | 71.60 | 100.15 | 116.90 |
| Breakfast (preceding or following an overnight absence) applicable hours 7.00am - 8.30am | 11.65 | 11.65 | 11.65 |
| Lunch (preceding or following an overnight absence) applicable hours 12.30pm - 2.00pm | 10.40 | 10.40 | 10.40 |
| Dinner (preceding or following an overnight absence) applicable hours 6.00pm - 7.30pm | 22.15 | 22.15 | 22.15 |

PROVIDED that if the employee so wishes, he or she shall be allowed advance payment of the estimated allowance payable for the period of travel in question."

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6. By deleting from Clause 30 - Travel Allowances, subclause (c) - Travelling, paragraph (viii), and inserting in lieu thereof the following:

"(viii)Where an employee in the performance of his duties is required to travel:

- (1) Within Australia (including Papua New Guinea and New Zealand) - by ship, aircraft, railway train, or other means of conveyance, where he is provided with meals and sleeping quarters, that employee, while so travelling, shall be paid a travelling allowance at the rate of:

| | Rates per Day |
|--------------------|---------------|
| | \$ |
| Within this State | 11.15 |
| Outside this State | 15.65 |

- (2) Outside Australia, Papua New Guinea and New Zealand - that employee, while so travelling, shall be paid a travelling allowance at such rate as the controlling authority may approve."

OPERATIVE DATE

These variations shall come into operation from the first full pay period to commence on or after 23 May 1996.

A. Robinson
DEPUTY PRESIDENT

27 May 1996