IN THE 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. 4 of 1985 (Consolidated)

AMEND THE FERRO ALLOYS AWARD BY DELETING PART I - WAGE RATES AND INSERTING IN LIEU THEREOF THE FOLLOWING:
FERRO ALLOYS AWARD

Established in respect of the industries carried on by the Tasmanian Electro Metallurgical Company Pty. Ltd.

DATE OF OPERATION

This award shall 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.

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PART I - WAGE RATES

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 $108.20.

2. MARGINS

In addition to the basic wage prescribed by Clause 1 hereof, employees of a classification hereunder mentioned shall be paid the margin opposite that classification -

**Section A - Plant Operatives**

<table>
<thead>
<tr>
<th>Margin Per Week $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Furnace man</td>
</tr>
<tr>
<td>2. Tapper</td>
</tr>
<tr>
<td>3. Tapper’s Assistant</td>
</tr>
<tr>
<td>4. Crane driver</td>
</tr>
<tr>
<td>5. Telpher driver</td>
</tr>
<tr>
<td>6. Crusher Attendant</td>
</tr>
<tr>
<td>7. Plant labourer (as defined)</td>
</tr>
<tr>
<td>8. Crusher labourer</td>
</tr>
<tr>
<td>9. Labourer other (as defined)</td>
</tr>
<tr>
<td>10. Sinter Machine Operator</td>
</tr>
<tr>
<td>11. Sinter Plant Assistant</td>
</tr>
<tr>
<td>12. Tapper and Caster</td>
</tr>
<tr>
<td>13. Baghouse Attendant</td>
</tr>
<tr>
<td>14. Baghouse Labourer</td>
</tr>
<tr>
<td>15. Pendant Control Crane Operator (a) 10 tonnes and over</td>
</tr>
<tr>
<td>(b) Under 20 tonnes</td>
</tr>
</tbody>
</table>

**Section B - Maintenance and Miscellaneous**

1. Fitter                       192.30
2. Fitter/Mobile Equipment (as defined)  192.30
3. Boilermaker and/or structural steel tradesman
   192.30
4. Smokehood Welder
   196.50
5. Marker off (as defined)
   209.20
6. Electrical tradesman
   192.30
7. Electrician, Special Class (as defined)
   248.50
8. Electrician Advanced T.E.M.C.O. (as defined)
   210.00

Employees engaged in classifications 6, 7 and 8 of this Section shall, if holding an "A" Grade Licence be paid an additional allowance of $9.50 per week.

9. Instrument Fitter (as defined)
   222.80
10. Instrument Fitter Special Class (as defined)
    248.50
11. Bricklayer
    192.30

Bricklayer employed on repair of brickwork in connection with furnace work shall be paid at the rate of time and a half on the margin prescribed herein.

12. Carpenter
    192.30
13. Employee directly assisting a tradesman (as defined)
    123.40
14. Bricklayer's labourer
    153.90
15. Operator of loader front end or overhead
    
    -
    -
    
    Up to and including 0.75 cubic metres
    145.60
    Over 0.75 cubic metres and up to and including 2.25 cubic metres
    150.30
    Over 2.25 cubic metres and up to and including 4.5 cubic metres
    153.80

16. Fork Lift Driver
    (i) Lifting capacity up to 5,000 kg
        143.10
    (ii) Lifting capacity in excess of 5,000 kg
        147.80
17. Mobile Crane Driver

(i) Lifting capacity up to 5 tonnes  
142.50
(ii) Lifting capacity in excess of  
5 tonnes but not exceeding 10 tonnes  
147.30
(iii) Lifting capacity in excess of 10 tonnes  
152.00

18. Backhoe Operator  
145.60
19. Wharf Crane Driver  
182.10
20. Press Operator  
134.30
21. Driver, crawler tractor using power operated attachments (over 10,000 lb up to 15,000 lb shipping weight)  
145.60
22. Plant serviceman (as defined)  
153.40
23. Rigger and/or splicer  
161.70

24. (a) Storeman Grade 1

A storeman and/or packer during the first 2 months of service  
140.30

(b) Storeman Grade 2

A storeman and/or packer after 2 months service  
142.20

25. Employee engaged on the lining of casting pans and launders  
152.40
26. Greaser  
126.50
27. Change house attendant  
123.10
28. Triggerman  
126.40
29. Beltman  
152.40
30. Painter  
192.30
31. Gardener  
123.10
32. Employee directly assisting an employee other than a tradesman  
123.40

Section C - Transport

Employee driving motor vehicle having maker's capacity of -

1.2 tonnes or less  
160.40
Over 1.2 tonnes but not over 3 tonnes  
163.90
Over 3 tonnes but not over 6 tonnes  
168.20
Margin Per Week

$  

<table>
<thead>
<tr>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 tonnes and over but under 7 tonnes</td>
<td>168.90</td>
</tr>
<tr>
<td>7 tonnes and over but under 8 tonnes</td>
<td>169.70</td>
</tr>
<tr>
<td>8 tonnes and over but under 9 tonnes</td>
<td>170.40</td>
</tr>
<tr>
<td>9 tonnes and over but under 10 tonnes</td>
<td>171.10</td>
</tr>
<tr>
<td>Relief Driver</td>
<td>171.10</td>
</tr>
</tbody>
</table>

**Section D - R.L.D. Plant Relief Operators**

<table>
<thead>
<tr>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>RLD Operator Grade 5</td>
<td>167.90</td>
</tr>
<tr>
<td>RLD Operator Grade 4</td>
<td>150.40</td>
</tr>
<tr>
<td>RLD Operator Grade 3</td>
<td>134.40</td>
</tr>
<tr>
<td>RLD Operator Grade 2</td>
<td>130.80</td>
</tr>
<tr>
<td>RLD Operator Grade 1</td>
<td>123.40</td>
</tr>
</tbody>
</table>

**Definitions**

Grade 5 means an employee qualified in the operation of the mobile and 40 tonne O.H.C. and is sufficiently experienced in operational skills to relieve on RLD classifications:

(a) P.E.L. Driver  
(b) Forklift driver  
(c) Mobile crane driver  
(d) Backhoe driver  
(e) Overhead crane driver  
(f) Telpher driver

Grade 4 means an employee allocated the RLD relief duties associated with No. 5 Furnace area and relieves the following classifications as required:

(a) Tapper and caster  
(b) Crusher attendant  
(c) Crusher labourer  
(d) Change house attendant  
(e) Employee engaged in lining and casting of pans and launders

Grade 3 means an employee allocated the RLD relief duties associated with all raw material and finished product crushers (other than No. 5 F/P Crusher) and relieves the following classifications as required:

(a) Crusher attendant  
(b) Crusher labourer
Grade 2 means an employee allocated the RLD relief duties associated with No. 3 Furnace area and relieves the following classifications as required:

(b) Tapper assistant  
(c) W.T.P. attendant

Grade 1 means an employee allocated the RLD relief duties associated with No. 1 & 2 Furnace and Sinter Plant, relieving the following classifications as required:

(a) Tapper assistant  
(b) Sinter plant assistant

3. LEADING HANDS

Unless otherwise specifically provided for, employees appointed by the company as leading hands shall be paid additional amounts as follows:

<table>
<thead>
<tr>
<th>Per Week</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>In charge of 3 to 10 employees</td>
<td>14.50</td>
</tr>
<tr>
<td>In charge of 11 to 20 employees</td>
<td>21.70</td>
</tr>
<tr>
<td>In charge of more than 20 employees</td>
<td>27.80</td>
</tr>
</tbody>
</table>

4. APPRENTICES

The minimum rates of wages to be paid to apprentices and probationary apprentices in all trades shall be the undermentioned percentages of the total wage for classification 1, Section B, Clause 2 hereof calculated to the nearest 10 cents -

<table>
<thead>
<tr>
<th>Percentage of Tradesman's Wage</th>
<th>Amount Per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>$</td>
</tr>
<tr>
<td>1st year</td>
<td>45</td>
</tr>
<tr>
<td>2nd year</td>
<td>55</td>
</tr>
<tr>
<td>3rd year</td>
<td>75</td>
</tr>
<tr>
<td>4th year</td>
<td>92</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>135.20</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>165.30</td>
</tr>
<tr>
<td></td>
<td>225.40</td>
</tr>
<tr>
<td></td>
<td>276.50</td>
</tr>
</tbody>
</table>

The conditions of apprenticeship shall be in accordance with those prescribed in the Apprentices Act 1942, and Regulations thereto.

5. SHIFT WORK ALLOWANCES

Except as otherwise provided shift workers shall be paid in addition to the wage rates prescribed for their classification, the following shift work allowances -

P029 - 7 -
Shift workers whilst working rotating shifts (day shift, night shift, afternoon shift) with regular weekly changes at the rate of $4.38 per shift in respect of all shifts worked.

Provided that each such rotating shift worker, when engaged under a roster system which does not provide for at least 1/3 of his working time in the full cycle of the roster being on day shift, shall be paid an additional shift allowance at the rate of $2.75 per shift in respect of each of any number of afternoon and/or night shifts more than 2/3 of his working time in the roster worked by him.

Provided further that working time on day shift shall, if necessary, include shifts rostered off on day shift not exceeding an average over the full cycle of the roster of one per week.

6. DISABILITY ALLOWANCE

In addition to the rates of wage herein prescribed there shall be paid to each employee a disability allowance of $17.20 each week of 38 hours worked.

When a greater or lesser number of hours than 38 are worked in a week, the disability allowance shall be paid pro rata to the hours worked.

7. TOOL ALLOWANCE

In addition to the wage rates prescribed in Section B, Clause 2 hereof, the following tool allowance shall apply to the undermentioned classifications:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenters</td>
<td>$7.90</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>$7.90</td>
</tr>
<tr>
<td>Painters</td>
<td>$7.90</td>
</tr>
</tbody>
</table>

8. CERTIFICATE ALLOWANCE

A certificate allowance of $4.30 per week will be payable to employees who possess and are required to use the knowledge obtained in acquiring the following certificates:

<table>
<thead>
<tr>
<th>Certificate Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Riggers</td>
<td>D.L.I. Certificate of Competency</td>
</tr>
<tr>
<td>Fitters</td>
<td>Post Trade Hydraulics Certificate</td>
</tr>
<tr>
<td></td>
<td>Post Trade Diesel Endorsement</td>
</tr>
</tbody>
</table>
Boilermakers - D.L.I. Pressure Vessel Welding Certificate
Electricians - Post Trade Industrial Electronics Certificate

A limit of $8.60 (i.e., two certificates) will apply.

9. LAUNDRY AND PROTECTIVE CLOTHING ALLOWANCE

In addition to the wage rates herein prescribed there shall be paid to each employee a laundry and protective clothing allowance of $1.90 per week of 38 hours worked.

[Signature]
A. Robinson
DEPUTY PRESIDENT
19 December 1985