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**TASMANIAN INDUSTRIAL COMMISSION**

Industrial Relations Act 1984  
s.23 application for award or variation of award

**Australian Liquor, Hospitality and Miscellaneous Workers Union -  
Tasmanian Branch**  
(T.5188 of 1994)

**HOTELS, RESORTS, HOSPITALITY AND MOTELS AWARD**

COMMISSIONER P A IMLACH

HOBART, 16 March 1994

Award variation - classification rates and supplementary payments relative to other  
minimum rates awards

**ORDER BY CONSENT -**

**No. 1 of 1995**

AMEND THE **HOTELS, RESORTS, HOSPITALITY AND MOTELS AWARD** IN THE  
FOLLOWING MANNER:

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**1 By deleting clause 7 - Definitions, Division A only - and insert in lieu the following:**

**"7. DEFINITIONS**

**DIVISION A**

**FOOD AND BEVERAGE**

**'Food and Beverage Attendant Grade 1'** shall mean an employee with at least 494 hours experience carrying out a broad range of functions at this level.

picking up glasses;

emptying ashtrays;

general assistance to Food and Beverage attendants of a higher grade not including service to customers;

removing food plates;

setting and/or wiping down tables;

cleaning and tidying of associated areas.

**PROVIDED** that the following categories of employees, who would ordinarily be classified as Food and Beverage Attendant Grade 2, may perform the duties of Grade 2 under close supervision, and be paid as Food and Beverage Attendant Grade 1, to achieve the competency levels of Food and Beverage Attendant Grade 2:

- An employee without previous experience in the relevant duties at Food and Beverage Attendant Grade 2 shall remain in this grade for a maximum of 60 hours actual service;  
or
- An employee with at least one years experience performing the relevant duties in Grade 2 and who has not been employed performing such duties in the immediately preceding two years or an employee with the appropriate level of training without previous industry experience performing the relevant duties in Grade 2 shall remain on this level for a maximum of 30 hours.

**PROVIDED FURTHER** that this progression shall only apply to employees engaged to perform duties at Food and Beverage Service Grade 2.

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**'Food and Beverage Attendant Grade 2'** shall mean an employee who has the appropriate level of training, undertaking functions at a level of complexity greater than Grade 1 and as applicable, has completed the required service at Food and Beverage Attendant Grade 1:

supplying, dispensing or mixing of liquor including the sale of liquor from the bottle department;

assisting in the cellar or bottle department;

undertaking general waiting duties of both food and/or beverage including cleaning of tables;

receipt of monies;

engaged on delivery duties.

**'Food and Beverage Attendant Grade 3'** shall mean an employee who has the appropriate level of training and is engaged in any of the following:

undertaking general waiting duties of both food and liquor service including supplying, dispensing or mixing of liquor;

as Food and Beverage Attendant Grade 2 who is involved in the operation of mechanical lifting device or attending TAB terminal;

taking reservations, greeting and seating guests;

full control of a cellar or liquor store (including the receipt, delivery and recording of goods within such an area);

mixing a range of sophisticated drinks;

may provide guidance, supervision and training to employees at this or lower grades.

**'Food and Beverage Attendant Grade 4'** (tradesperson) shall mean an employee who has completed an apprenticeship in waiting, or who has passed the appropriate trade test, and as such carries out specialised skilled duties in a fine dining room or restaurant.

**'Food and Beverage Supervisor'** shall mean an employee who has the appropriate level of training including a supervisory course and who has the responsibility for supervision, training and co-ordination of food and beverage staff, or stock control for a bar or series of bars.

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## **KITCHEN**

**'Kitchen Attendant Grade 1'** shall mean an employee engaged in any of the following:

general cleaning duties within a kitchen or food preparation area and scullery, including the cleaning of cooking and general utensils used in a kitchen and restaurant;

assisting employees who are cooking;

assembly and preparation of ingredients for cooking;

general pantry duties.

**'Kitchen Attendant Grade 2'** means an employee who has the appropriate level of training, and who is engaged in specialised non-cooking duties in a kitchen or food preparation area, or supervision of Kitchen Attendants.

**'Kitchen Attendant Grade 3'** shall mean an employee who has the appropriate level of training including a supervisory course, and has the responsibility for the supervision, training and co-ordination of kitchen attendants of a lower grade.

**'Cook Grade 1'** means an employee who carries out cooking of breakfasts and snacks, baking, pastry cooking, or butchering.

**'Cook Grade 2'** shall mean an employee who has the appropriate level of training and who performs cooking duties such as baking, pastry cooking, or butchering.

**'Cook (Tradesperson) 3'** shall mean a Commi Chef or equivalent, who has completed an apprenticeship or who has passed the appropriate trade test, and who is engaged in cooking, baking, pastry cooking or butchering duties.

**'Cook (Tradesperson) 4'** shall mean a Demi Chef or equivalent, who has completed an apprenticeship or has passed the appropriate trade test and who is engaged to perform general or specialised cooking, butchering, baking, or pastry cooking duties and/or supervises and trains other cooks and kitchen employees.

**'Cook (Tradesperson) 5'** shall mean a Chef de Partie or equivalent, who has completed an apprenticeship or has passed the appropriate trade test in cooking, butchering, or pastry cooking and has completed additional appropriate training who performs any of the following:

general and specialised duties including supervision or training of other kitchen staff;

ordering and stock control;

solely responsible for other cooks and other kitchen employees in a single kitchen establishment.

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## **GUEST SERVICE**

**'Guest Service Grade 1'** shall mean an employee who performs any of the following:

laundry and/or linen duties which may include minor repairs to linen or clothing such as buttons, zips, seams, and working with flat materials;

the collection and delivery of guests' personal dry cleaning and laundry, linen and associated materials to and from accommodation areas;

performs general cleaning duties; parking guest cars.

**'Guest Service Grade 2'** shall mean an employee who has not achieved the appropriate level of training and who is engaged in any of the following:

servicing accommodation areas and cleaning thereof;

receiving and assisting guests at the entrance to the establishment;

driving a passenger vehicle or courtesy bus;

transferring guests' baggage to and from rooms;

providing butler services such as food, beverage and personalised guest service.

**'Guest Service Grade 3'** shall mean an employee who has the appropriate level of training and who is engaged in any of the following:

supervising guest service employees of a lower grade;

providing butler services, basic food or beverage service personalised guest service;

major repair of linen and/or clothing including basic tailoring and major alterations and refitting;

dry cleaning.

**'Guest Service Grade 4'** shall mean an employee who has completed an apprenticeship or who has passed the appropriate trade test or otherwise has the appropriate level of training to perform the work of a tradesperson in dry cleaning, tailoring, or as a butler.

**'Guest Service Supervisor'** shall mean an employee with the appropriate level of training including a supervisory course, who supervises, trains, and co-ordinates the work of employees engaged in a housekeeping department.

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**'Front Office Grade 1'** shall mean an employee who is engaged as an assistant in front office duties including night auditing, telephonist, receptionist, cashier, or reservations.

**'Front Office Grade 2'** shall mean an employee who has the appropriate level of training and is in the front office engaged in duties including night auditing, telephonist, receptionist, cashier, or reservations.

**'Front Office Grade 3'** shall mean an employee who has the appropriate level of training and is engaged in duties including assisting in training and supervision of front office employees of a lower grade.

**'Front Office Supervisor'** shall mean an employee who has the appropriate level of training including a supervisory course and who supervises, trains and co-ordinates the work of front office employees.

## **ADMINISTRATION AND GENERAL**

**'Clerical Grade 1'** shall mean an employee who is required to perform basic clerical and routine office duties such as collating, filing, photocopying, and delivering messages.

**'Clerical Grade 2'** shall mean an employee who is engaged in general clerical or office duties, such as typing, filing, basic data entry and calculating functions.

**'Clerical Grade 3'** shall mean an employee who has the appropriate level of training and who performs any of the following:

operates adding machines, switchboard, paging system, telex machine, typewriter and calculator;

uses knowledge of keyboard and function keys to enter and retrieve data through computer terminal;

copy types at 25 words per minute with 98% accuracy;

maintains mail register and records;

- maintains established paper-based filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;
- transcribes information into records, completes forms, takes telephone messages;

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acquires and applies a working knowledge of office or sectional operating procedures and requirements;

- acquires and applies a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locates appropriate staff in different sections, relays internal information, responds to or redirects inquiries, greets visitors;

keeps appropriate records;

- sorts, processes and records original source financial documents (eg. invoices, cheques, correspondence) on a daily basis; maintains and records petty cash; prepares bank deposits and withdrawals and does banking;

and who has the appropriate level of training and also performs any of the following:

- operates computerised radio telephone equipment, micro/personal computer, printing devices attached to personal computer, dictaphone, equipment, typewriters;
- produces documents and correspondence using knowledge of standard formats, touch types at 40 wpm with 98% accuracy, audio types;
- uses one or more software application package(s) developed for a micro/personal computer to operate and populate a database, spreadsheet/worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities of personal computer;
- follows standard procedures or template for the preceding functions using existing models/fields of information. Creates, maintains and generates simple reports;

uses a central computer resource to an equivalent standard; uses one or more software package(s) to create, format, edit, proof read, spell check, correct, print and save text documents, eg. standard correspondence and business documents;

takes shorthand notes at 70 words per minute and transcribed with 95% accuracy;

arranges travel bookings and itineraries, makes appointments, screens telephone calls, follows visitor protocol procedures, establishes telephone contact on behalf of executive;

applies a working knowledge of the organisation's products/services, functions, locations and clients;

- responds to and acts upon most internal/external inquiries in own function area;

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uses and maintains a computer-based record management system to identify, access and extract information from internal sources;

- maintains circulation, indexing and filing systems for publications, reviews files, closes files, archives files;

maintains financial records and journals, collects and prepares time and wage records; prepares accounts queries from debtors; posts transactions to ledgers.

**'Clerical Supervisor'** shall mean an employee who has the appropriate level of training including a supervisory course and who co-ordinates other clerical staff.

**'Storeperson Grade 1'** shall mean an employee who receives and stores general and perishable goods and cleans the store area.

**'Storeperson Grade 2'** shall mean an employee who, in addition to the duties for a Storeperson Grade 1, may also operate mechanical lifting equipment such as forklift and/or who may perform duties of more complex nature.

**'Storeperson Grade 3'** shall mean an employee who has the appropriate level of training and who:

implements quality control techniques and procedures; and

understands and is responsible for a stores/warehouse area or a large section of such an area; and

has a highly developed level of interpersonal and communication skills; and

is able to supervise and provide direction and guidance to other employees including the ability to assist in the provision of on-the-job training and induction; and

exercises discretion within the scope of this grade; and

may exercise skills attained through the successful completion of an appropriate warehousing certificate; and

may perform indicative tasks at this level such as:

- liaising with management, suppliers and customers with respect to stores operations;
- detailing and co-ordinating activities of other storepersons and acting in a leading hand capacity for in excess of ten storepersons;
- maintaining control registers including inventory control and being responsible for preparation and reconciliation of regular reports of stock movements, despatches, etc;



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- supervises the receipt and delivery of goods, records outgoing goods, responsible for the contents of a store.

**'Doorperson/Security Officer Grade 1'** shall mean a person who assists in maintenance of dress standards and good order at an establishment.

**'Doorperson/Security Officer Grade 2'** shall mean a person who is responsible for timekeeping of staff, for the security of keys, for the checking in and out of delivery vehicles, and/or for the supervision of Doorperson/Security Officer Grade 1 personnel.

**'Handyperson'** shall mean a person who is not a tradesperson and whose duties include the performance of routine repair work and maintenance in and about the employer's premises.

**'Forklift Driver'** shall mean an employee who has a recognised forklift licence and who is engaged solely on the basis of driving a forklift vehicle. (For those employees who operate a forklift as only part of their duties, either Food and Beverage Grade 3 or Storeman Grade 2 are applicable.)

**'Persons not otherwise provided for'** shall mean any employee for which no specific classification exists in this award.

## **LEISURE ACTIVITIES**

**'Greenkeeper Grade 1'** shall mean a person who:

attends and maintains a garden;

cares for the alignment, maintenance and satisfactory condition of all sporting and playing areas and may be required to operate machinery or equipment and carry out minor repairs and maintenance thereto.

**'Greenkeeper Grade 2'** shall mean a person who has the appropriate level of training and who carries out gardening and greenkeeping duties.

**'Greenkeeper (Tradesperson) Grade 3'** shall mean a Gardener or Greenkeeper who performs duties and who is a qualified tradesperson or has passed a trade test.

**'Head Greenkeeper Tradesperson'** shall mean a tradesperson who is responsible for the operation of an area and in charge of the greenkeeping or gardening area where more than one tradesperson is employed. An advanced skill and/or supervisory course will have been completed.

**'Leisure Attendant Grade 1'** shall mean a person who acts as an assistant instructor, pool attendant, and/or can be responsible for the setting up, distribution and care of equipment, and taking of bookings.

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**'Leisure Attendant Grade 2'** shall mean a person who has the appropriate level of training and takes classes and/or directs leisure activities such as sporting areas, health clubs and swimming pools.

**'Leisure Attendant Grade 3'** shall mean a person who has the appropriate level of training, and who plans and co-ordinates leisure activities for guests and may supervise other leisure attendants.

**'Introductory Level'** shall mean a worker who enters the industry and is unable to meet the competency requirements of Grade 1, will remain in this level for a maximum of 494 hours. Provided that an additional 494 hours may be served at this level by mutual agreement between the employer and the employee, and the union where such an employee is a union member. Further, if any disagreement arises from this provision it shall be determined in accordance with the disputes settling clause of this award.

**'Appropriate level of training'** shall mean:

completion of a training course deemed suitable according to guidelines issued through Tourism Training Australia for that particular classification. After 1 June 1991 such course to be accredited by the Australian Hospitality Review Panel;

that the Employee's skills have been assessed to be at least the equivalent of those attained through the suitable course described in the above paragraph, such assessment to be undertaken by a qualified skills assessor; or

that for a transitional period until 1 January 1992, the employees can be deemed to have the appropriate level of training.

**'Spread of hours'** means the period of time elapsing from the time an employee commences duty to the time the employee ceases duty within any period of 24 hours.

**'Double time'** shall mean double the ordinary hourly rate prescribed for the permanent employee.

**'Union'** for the purposes of this award shall mean the Australian Liquor, Hospitality and Miscellaneous Workers Union - Tasmanian Branch.

**'Traineeship'** is a system under the Australian Traineeship System comprising structured on-the-job training with an employer and off-the-job training with a Technical and Further Education College or other training provider approved by the appropriate State Training Authority.

**'Training agreement'** means an agreement for training registered under the provisions of the appropriate State Training Legislation.

**'Trainee (ATS)'** is an employee who is bound by the training agreement registered with the appropriate State Training Authority.

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**'Liquor service employees'** for the purposes of this award, refers to those persons employed in this capacity of the selling or dispensing of liquor in bars and/or bottle departments or shops, and cellar employees.

**'Rostered day off'** for the purposes of this award, a rostered day off (RDO) shall be considered to be any continuous 24 hour period between the completion of the last ordinary shift and the commencement of the next ordinary shift on which an employee is rostered on for duty.

**'Hotel, tavern or wine saloon'** for the purposes of this award, is an establishment conducted under the provisions of the Licensing Act holding a "General License" or an "On License". In the case of an "On License" this shall be limited to an establishment where at least a part of that establishment retails liquor to the public for consumption on the premises, without the sale of a meal."

**2. By deleting clause 8 - Wage Rates, Division A only - and insert in lieu the following:**

**"8. WAGE RATES**

**DIVISION A - HOTELS, TAVERNS OR WINE SALOONS**

**1. MINIMUM WAGE**

- (a) Notwithstanding the provisions of subclause 2 of this clause an adult employee, whose weekly wage rate payable pursuant to the said subclause 2 of work is less than the undermentioned amount shall be paid in addition an allowance of such amount as will bring his or her rate of pay for such hours to the amount of \$237.80 for that week.
- (b) Where such an employee has been absent from duty in a week in circumstances entitling the employer to deduct payment for the time of non-attendance he or she shall be paid for the ordinary hours worked during such week at the rate of the said appropriate amount per week.
- (c) Where an allowance as prescribed by paragraph (a) of this subclause is payable to an employee, payments during paid leave and for holidays prescribed by Clause 22 Holidays of this award shall be calculated at the rate of the said appropriate amount per week.
- (d) Calculations for overtime, penalty rates, shift work and other payments under the award shall be made at the rate prescribed by subclause 2 of this clause for the classification in which the employee is employed.

**NOTE:** The purpose of fixing the minimum wage at the amount above set out is to ensure to each adult worker a minimum wage for a week's work performed in ordinary hours. The fixation of the minimum wage at the amount mentioned does not give any reason for any change in award rates of pay which are below or above the appropriate minimum wage.

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## 2. WAGE RATES - ADULTS

- (a) An adult employee of a classification specified in the table hereunder (other than an apprentice or an employee in respect of whom a certificate under Section 79 of the Industrial Relations Act 1984 is in force) shall be paid not less than the weekly wage rate assigned to that classification for the area in which such employee is working.
- (b) Any employee who is at the date of this award in receipt of a weekly wage rate in excess of that herein prescribed shall not have his or her wage rate reduced as a result of this award.

	Base Rate \$	Supplementary Payment \$ (A)	\$ (B)	Weekly Wage Rate \$
<b>SECTION 1 - FOOD AND BEVERAGE</b>				
Grade 1 (as defined)	288.40	42.60	8.00	339.00
Grade 2 (as defined)	304.70	45.80	8.00	358.50
Grade 3 (as defined)	323.50	48.10	8.00	379.60

**PROVIDED** that employees classified as Food and Beverage Attendant Grade 4 on 30 April 1995 shall be paid the following rate from 1 May 1995:

	337.40	48.10	8.00	393.50
Grade 4 (as defined)	365.20	52.00	8.00	425.20
Grade 5 Food and Beverage Supervisor (as defined)	387.90	57.20	8.00	453.10
<b>SECTION II - KITCHEN</b>				
Kitchen Attendant Grade 1 (as defined)	288.40	42.60	8.00	339.00
Kitchen Attendant Grade 2 (as defined)	304.70	45.80	8.00	358.50
Cook Grade 1 (as defined)	304.70	45.80	8.00	358.50
Kitchen Attendant Grade 3 (as defined)	323.50	48.10	8.00	379.60

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Cook Grade 2 (as defined)	323.50	48.10	8.00	379.60
Cook Grade 3 (as defined)	365.20	52.00	8.00	425.20
Cook Grade 4 (as defined)	387.90	57.20	8.00	453.10

### **SECTION III - GUEST SERVICE**

Grade 1 (as defined)	288.40	42.60	8.00	339.00
Grade 2 (as defined)	304.70	45.80	8.00	358.50
Grade 3 (as defined)	323.50	48.10	8.00	379.60
Grade 4 (as defined)	365.20	52.00	8.00	425.20
Supervisor (as defined)	387.90	57.20	8.00	453.10

### **SECTION IV - ADMINISTRATION GENERAL**

Storeperson Grade 1 (as defined)	293.50	45.80	8.00	347.30
Storeperson Grade 2 (as defined)	308.50	48.10	8.00	364.60
Storeperson Grade 3 (as defined)	344.10	52.00	8.00	404.10
Handyperson (as defined)	323.50	48.10	8.00	379.60
Doorperson/Security Officer Grade 1 (as defined)	304.70	45.80	8.00	358.50
Timekeeper/Security Officer Grade 2 (as defined)	323.50	48.10	8.00	379.60

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## **SECTION V - LEISURE**

Greenkeeper Grade 1 (as defined)	318.80	45.80	8.00	372.60
Greenkeeper Grade 2 (as defined)	337.40	48.10	8.00	393.50
Greenkeeper (Tradesperson) Grade 3 (as defined)	365.20	52.00	8.00	425.20
Head Greenkeeper (Tradesperson) (as defined)	401.70	57.20	8.00	466.90
Leisure Attendant Grade 1 (as defined)	304.70	45.80	8.00	358.50
Leisure Attendant Grade 2 (as defined)	323.50	48.10	8.00	379.60
Leisure Attendant Grade 3 (as defined)	344.10	52.00	8.00	404.10

## **SECTION VI - MISCELLANEOUS**

Persons not otherwise provided for (as defined)	288.40	42.60	8.00	339.00
Introductory Level (as defined)	270.90	40.60	8.00	319.50
Forklift Driver (as defined)	337.40	48.10	8.00	393.50

- (c) Notwithstanding the recognition of five career path streams, such streaming does not prevent employees undertaking duties across different streams.

**PROVIDED** that where work is undertaken at a higher grade and/or at a higher rate then Clause 21 - Higher and Lower Grade Work, applies.

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## **SECTION VII - FRONT OFFICE AND CLERICAL**

An adult employee of a front office or clerical classification specified in the table hereunder shall be paid not less than the weekly wage rate assigned to that classification for the area in which such employee is working.

	Base Rate \$	Supplementary Payment \$ (A)      \$ (B)		Weekly Wage Rate \$
Front Office Grade 1 (as defined)	304.70	45.80	8.00	358.50
Front Office Grade 2 (as defined)	323.50	48.10	8.00	379.60
Front Office Grade 3 (as defined)	365.20	52.00	8.00	425.20
Front Office Supervisor (as defined)	387.90	57.20	8.00	453.10
Clerical Grade 1 (as defined)	304.70	45.80	8.00	358.50
Clerical Grade 2 (as defined)	323.50	48.10	8.00	379.60
Clerical Grade 3 (as defined)	344.10	52.00	8.00	404.10
Clerical Supervisor (as defined)	387.90	57.20	8.00	453.10

### **(d) Supplementary Payments**

The amounts appearing in the column headed Supplementary (A) and (B) contained in subclause (a) of this clause are absorbable against any overaward payment being paid by an employer as from the beginning of the first full pay period commencing on or after 1 January 1993 in respect of Column (A) and in respect of Column (B), which results from the Arbitrated Safety Net Adjustment Principle as determined in the State Wage Case Decision of 24 December 1993, from the beginning of the first full pay period commencing on or after 31 January 1994.

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**'Overaward Payment'** is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the "award wage" which applied immediately prior to 23 August 1990 for the classification in which such employee is engaged.

**PROVIDED** that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowance and any other ancillary payments of a like nature prescribed by this award.

### 3. JUNIORS

(a) Junior Employees (other than Junior Office Employee)

The minimum weekly wage rate for junior employees shall be the undermentioned percentages of the weekly wage rate prescribed for the appropriate adult classification for the work performed for the area in which such junior is working.

Age	%
17 years of age and under	70
18 years of age	80
19 years of age	90
20 years of age	100

**PROVIDED** that the relevant percentage of the Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 31 January 1994.

(b) Junior Office Employee

The minimum weekly wage rate for junior office employees shall be the undermentioned percentages of rates prescribed for the Front Office Employee Grade 1.

Age	%
At 15 years of age and under	50
At 16 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	100

**PROVIDED** that the relevant percentage of the Arbitrated Safety Net Adjustment as determined in the State Wage Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 31 January 1994.



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- (c) The weekly wage rate prescribed in paragraphs (a) and (b) of this subclause shall be calculated as follows:

The weekly wage rate shall be calculated to the nearest 10 cents, any broken part of 10 cents in the result being less than 5 cents shall be disregarded - 5 cents and over shall go to the next 10 cents.

- (d) Junior male or female employees, on reaching the age of 18 years, may be employed in the bar or other places where liquor is sold.

**PROVIDED** that where such junior is employed in the front of the house, the adult award rate for the work being performed shall be paid.

- (e) Junior employees being paid junior rates may be employed in the proportion not exceeding one junior to every three or fraction of three adults employed.

Notwithstanding anything elsewhere contained in this award where such junior employees are employed in excess of one to every three or fraction of three adults each such additional junior shall be paid the adult award rate for the work being performed. In deciding which junior or juniors shall be paid the adult rate, the length of service in the establishment shall apply.

- (f) An employer may at any time demand the production of a birth certificate or other satisfactory proof for the purpose of ascertaining the correct age of a junior employee. If a birth certificate is required, the cost of it shall be borne by the employer.

- (g) No employee under the age of 18 years shall be required to work more than 10 hours in a shift.

#### 4. APPRENTICES

- (a) Where an employee is apprenticed in the cooking trade in accordance with the provision of any State law and/or regulation made by the Training Authority of Tasmania such employee shall be paid the percentage of the weekly wage rate prescribed for a Cook (Tradesperson) Grade 3 in subclause 2 hereof as follows:

	Percentage of Cook Grade 3 (425.20) %	Weekly Wage Rate \$
First year	50	212.60
Second year	65	276.40
Third year	80	340.20
Fourth year	90	382.70

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**PROVIDED** that the relevant percentage of the Arbitrated Safety Net Adjustment as determined in the State Wage Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 31 January 1994.

- (b) Where an employee is apprenticed in waiting in accordance with the provision of any State law and/or regulation made by the Training Authority of Tasmania such employee shall be paid the percentage of the weekly wage rate prescribed for a Food and Beverage Attendant Grade 5 in subclause 2 of this award as follows:

	Percentage of F&B Grade 4 (425.20) %	Weekly Wage Rate \$
First six months	62	263.60
Second six months	76	323.20
Third six months	76	323.20
Fourth six months	90	382.70
Fifth six months	90	382.70

**PROVIDED** that the relevant percentage of the Arbitrated Safety Net Adjustment as determined in the State Wage Case Decision of 24 December 1993 is absorbable against any overaward payment being paid by the employer as from the beginning of the first full pay period to commence on or after 31 January 1994.

- (c) Any person completing a full apprenticeship as a qualified tradesperson or as defined in Clause 7 - Definitions shall be paid not less than the weekly wage rate prescribed for a Cook (Tradesperson) Grade 3 of subclause 2 of this clause. The provisions of subclause 3 of this clause shall not apply to an employee provided for in this subclause.

The above percentages shall be calculated to the nearest 10 cents, any broken part of 10 cents in the result being less than 5 cents shall be disregarded - 5 cents and over shall go to the next 10 cents.

#### 5. TRAINEES (ATS) (AS DEFINED)

The weekly wage rate payable to Trainees (ATS) shall be calculated by taking the appropriate junior percentage in subclause 3 hereof, applying it to the weekly wage rate prescribed for the classification Food and Beverage Attendant Grade 2 in subclause 2 hereof and multiplying the result by 39 and then dividing by 52.

	Weekly Wage Rate \$
17 years of age	188.20
18 years of age	215.10
19 years of age	242.00
20 years of age	268.90

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**PROVIDED** that the wage rate shall in no case be less than the weekly wage rate prescribed by the ATS guidelines, and the rate calculated shall be subject to any relevant adjustment as may be prescribed by the Tasmanian Industrial Commission."

**OPERATIVE DATE**

This order shall come into force on and from the first full pay period commencing on or after 1 May 1995.

P A Imlach  
**COMMISSIONER**

2 June 1995