

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

**RE: IMPLEMENTATION OF \$10.00 WAGE
RATE ADJUSTMENT**

ORDER -

No. 1 of 1989

AMEND THE **FERRO ALLOYS AWARD** AS FOLLOWS:

Amend the Ferro Alloys Award in the following manner:

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

8. WAGE RATES

1. WAGE RATES

Employees of a classification hereunder mentioned shall be paid the amount opposite that classification:

Section A - Plant Operatives

	Amount Per Week \$
1. Furnaceman No. 1 and 2 Furnace (E.R.U. Certificated)	356.80
2. Furnace man	327.20
3. Tapper	299.70
4. Tapper's Assistant	284.90
5. Crane driver	296.40
6. Telpher driver	283.50
7. Crusher Attendant	295.20
8. Plant labourer (as defined)	280.40
9. Crusher labourer	284.90
10. Labourer other (as defined)	276.00
11. Sinter Machine Operator	317.00
12. Sinter Plant Assistant	284.90
13. Tapper and Caster	308.10
14. Baghouse Attendant	295.20
15. Baghouse Labourer	282.70
16. Pendant Control Crane Operator	
(a) 10 tonnes and over	284.20
(b) Under 10 tonnes	280.40
17. Water Treatment Plant Attendant	292.00
18. Water Treatment Plant Assistant	282.70
19. Induction Furnace Operator	310.45
20. Induction Furnace Attendant	292.00

Section B - Maintenance and Miscellaneous

	Amount Per Week \$
1. Fitter	356.20
2. Fitter/Mobile Equipment (as defined)	356.20
3. Boilermaker and/or structural steel tradesman	356.20
4. Smokehood Welder	360.80
5. Marker off (as defined)	374.70
6. Electrical tradesman	356.20
7. Electrician, Special Class (as defined)	417.80
8. Electrician Advanced T.E.M.C.O. (as defined)	375.50
Employees engaged in classifications 6, 7 and 8 of this Section shall, if holding an 'A' Grade Licence be paid an additional allowance of \$10.00 per week.	
9. Instrument Fitter (as defined)	389.60
10. Instrument Fitter Special Class (as defined)	417.80
11. Electronics tradesman	434.20
12. Bricklayer	343.10
Bricklayer employed on repair of brick- work in connection with furnace work shall be paid at the rate of time and a half on the wage rate prescribed herein.	
13. Carpenter	356.20
14. Employee directly assisting a tradesman (as defined)	280.70
15. Bricklayer's labourer	314.10
16. Operator of loader front end or overhead -	
Up to and including 0.75 cubic metres	305.00
Over 0.75 cubic metres and up to and including 2.25 cubic metres	310.10
Over 2.25 cubic metres and up to and including 4.5 cubic metres	313.95

	Amount Per Week \$
17. Fork Lift Driver	
(i) Lifting capacity up to 5,000 kg	302.30
(ii) Lifting capacity in excess of 5,000 kg	307.50
18. Mobile Crane Driver	
(i) Lifting capacity up to 5 tonnes	301.70
(ii) Lifting capacity in excess of 5 tonnes but not exceeding 10 tonnes	306.90
(iii) Lifting capacity in excess of 10 tonnes	312.00
19. Backhoe Operator	305.00
20. Wharf Crane Driver	345.10
21. Press Shop Operator	312.20
22. Driver, crawler tractor using power operated attachments (over 10,000 lb up to 15,000 lb shipping weight)	305.00
23. Plant serviceman (as defined)	313.50
24. Rigger and/or splicer	322.60
25. (a) Storeman Grade 1	
A storeman and/or packer during the first 2 months of service	299.20
(b) Storeman Grade 2	
A storeman and/or packer after 2 months service	301.30
26. Employee engaged on the lining of casting pans and launders	312.50
27. Greaser	284.10
28. Change house attendant	280.40
29. Triggerman	284.00
30. Beltman	312.50
31. Painter	356.20
32. Gardener	280.40
33. Employee directly assisting an employee other than a tradesman	280.70

Section C - Transport

	Amount Per Week \$
Employee driving motor vehicle having maker's capacity of -	
1.2 tonnes or less	321.30
Over 1.2 tonnes but not over 3 tonnes	325.10
Over 3 tonnes but not over 6 tonnes	329.90
6 tonnes and over but under 7 tonnes	330.50
7 tonnes and over but under 8 tonnes	331.50
8 tonnes and over but under 9 tonnes	332.20
9 tonnes and over but under 10 tonnes	332.90
Relief Driver	332.90

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

RLD Operator Grade 5	329.50
RLD Operator Grade 4	310.20
RLD Operator Grade 3	292.70
RLD Operator Grade 2	288.80
RLD Operator Grade 1	280.70

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) F.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

2. LEADING HANDS

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

	Per Week \$
In charge of 3 to 10 employees	15.90
In charge of 11 to 20 employees	23.80
In charge of more than 20 employees	30.40

3. 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, subclause 1 hereof calculated to the nearest 10 cents:

	Percentage of Tradesman's Wage %	Amount Per Week \$
1st year	45	160.30
2nd year	55	195.90
3rd year	75	267.20
4th year	92	327.70

The conditions of apprenticeship shall be in accordance with those prescribed in the Industrial and Commercial Training Act 1985, and Regulations thereto.

4. 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:

Shift workers whilst working rotating shifts (day shift, night shift, afternoon shift) with regular weekly changes at the rate of \$4.80 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 \$3.00 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.

5. DISABILITY ALLOWANCE

In addition to the rates of wage herein prescribed there shall be paid to each employee a disability allowance of \$18.30 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.

6. TOOL ALLOWANCE

In addition to the wage rates prescribed in Section B, subclause 1 hereof, the following tool allowance shall apply to the undermentioned classifications:-

	\$
Carpenters	8.10
Bricklayers	8.10
Painters	8.10

7. CERTIFICATE ALLOWANCE

A certificate allowance of \$4.40 per week will be payable to employees who possess and are required to use the knowledge obtained in acquiring the following certificates -

<u>Riggers</u>	-	D.L.I. Certificate of Competency
<u>Fitters</u>	-	Post Trade Hydraulics Certificate
	-	Post Trade Diesel Endorsement
<u>Boilermakers</u>	-	D.L.I. Pressure Vessel Welding Certificate
<u>Electricians</u>	-	Post Trade Industrial Electronics Certificate
<u>Furnaceman No. 1</u>	-	D.L.I. First Class Engine Drivers Certificate
<u>and No. 2 Furnace</u>	-	of Competency
	-	D.L.I. Water Tube Boiler Certificate of Competency

A limit of \$8.80 (i.e., two certificates) will apply.

8. 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 \$2.02 per week of 38 hours worked.

9. DIRECT DEPOSIT ALLOWANCE

All employees whose wages are paid by direct deposit shall be paid a flat weekly allowance of 33 cents, such allowance to be compensation for Government charges imposed by financial institutions on account transactions."

DATE OF OPERATION

The foregoing amendment shall take effect from the beginning of the first full pay period commencing on or after 15 March 1989.

