

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 TIMBER MERCHANTS AWARD IN THE FOLLOWING MANNER:

The Timber Merchants Award is varied in the following manner:

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

"8. WAGE RATES

Division A - Sawmiller, Timber Merchant and/or Timber Getter

1. WAGES - ADULTS

Section (a)

An adult employee of a classification specified hereunder shall be paid:-

- (i) Not less than the rate per week appropriate to his classification according to the group assigned to his classification in the Classification Schedule hereunder and the wage rates shown in the following Group Wage Rates Schedule; or
- (ii) In the case of a classification specified in section (c) of this subclause, not less than the rate per week payable under that section for the area in which he is working.

Group Wage Rates Schedule

Designation of Group	Amount Per Week \$
A	331.10
B	312.60
C	297.80
D	287.30
E	278.90
F	273.20
G	269.70
H	263.60
I	256.90
J	249.10

GROUPS AND CLASSIFICATIONS

Number	Classification	Group
1.	Assembler, wall frame (other than classification 55 (e))	H
2.	Axeman -	
	(a) Broad Axeman	B
	(b) Adzeman	B
	(c) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	
3.	Boxes, crates and/or cases -	
	(a) Breaking up	I
	(b) Cleaning and/or steaming	I
	(c) Spraying machinist	I
	(d) Splicing machinist	I
	(e) Printing machinist	H
	(f) Munitions - ammunition box manufacture - employees not elsewhere included	H
	(g) Lacing and wiring machinist	I
	(h) Nailing machinist	
	(i) Multiple (a) Up to and including 12 tracks	H
	(b) Over 12 tracks	F
	(ii) Other	I
	(i) Cleating or stitching machinist	I
	(j) Finishing	H
	(k) Wire bound box making machinist	G
	(l) Hoop ironing and/or wiring (bench hand)	G
	(m) Making and/or repairing (manual)	G
	(n) Sorting, crating and/or stacking cardboard boxes and/or cardboard cases	J
	(o) Reconditioning cardboard boxes and/or cardboard cases	G
	(p) Slitter/Slotter machine using cardboard	G

Number	Classification	Group
4.	Bulk bin maker	H
5.	Carpenter and/or joiner (inclusive of tool allowance) - See section (c) of this subclause	
6.	Carpenter, bush (as defined) (inclusive of tool allowance)	F
7.	Carpenter making stock work (as defined) (inclusive of tool allowance)	F
8.	Chain saw operator (other than faller)	F
9.	Chip Conveyor Operator	E
10.	Chip screen attendant	E
11.	Chip tester	E
12.	Crane attendant or dogman - See section (c) of this subclause	
13.	Debarker operator (a) Mechanical (b) Hydraulic	E D
14.	Dogger (see classification 67 (f) (vi)	
15.	Driver -	
	(a) Caterpillar or similar type of logging tractor engaged in logging and/or ancillary operations	B
	(b) Wheeled or crawler loader, including side loader, fitted with fork, grab, bucket or splitting attachment, with lifting capacity -	
	(i) Up to and including 10000lb	D
	(ii) Over 10000lb and up to and including 30000lb	C
	(iii) Over 30000lb	B
	(c) Winch	D
	(d) Where two or more fork lifts or cranes are engaged on any one lift the driver thereof shall be paid an additional amount at the rate of 52 cents per day for each day so occupied.	

Number	Classification	Group
16.	Drivers - see clause 1(c)	
	(a) Motor lorry or wagon	
	(b) Motor (not being a tractor) drawing trailer	
	(c) Oil tractor	
	(d) Articulated vehicle	
	(e) Straddle truck	
17.	Driver driving truck transporting logs at pine plantations shall be paid the following amounts additional to his ordinary wage:-	
	(a) with crane attachment \$2.40 per week	
	(b) without crane attachment \$1.10 per week	
18.	Elevator and/or piler man in connection with stacking or unstacking timber	I
19.	Faller who works alone, selects his trees and sharpens his own saws	C
20.	Faller, other	D
21.	Faller, head (as defined)	B
22.	Faller, pine plantations (see classification 60 (a))	
23.	Feeder on moulding machine - automatic - feed table	I
24.	Firewood cutter	I
25.	Floor surfacer	F
25A.	Forwarder Log Handling machine	B
26.	Glazier (a) first class (as defined) - See section (c) of this subclause	
	(b) all others	D
27.	Gluer (a) Edge band: operator in charge of	
	(b) High frequency: operator	C
28.	Grader/timber (as defined)	F
29.	Grinder whose principal duty is grinding knives and cutters	
	(a) Tradesman	B
	(b) Other	F
30.	Immunising or impregnating plant operator (responsible man) -	
	(a) Cold borax pressure treatment	E
	(b) Hot borax non-pressure treatment	E
	(c) Copper chrome arsenate pressure treatment	C
	(d) Hot creosote pressure treatment (minimum pressure 200 lbs per square inch)	C

Number	Classification	Group
31.	Kiln attendant (as defined)	F
32.	Kiln operator (as defined)	E
33.	Kiln supervisor (as defined)	B
34.	Labourer, experienced (as defined)	J
35.	Laminated beam maker	
	(a) responsible for setting up machine, setting our product and operating machine -	
	(i) on continuous process	B
	(ii) other	C
	(b) assistant or other operator	E
36.	Landing builder or repairer	I
37.	Loading or turning sleepers over 5 feet long	I
38.	Loading logs	I
39.	Log chuteman	I
40.	Log conveyorman	I
41.	Logman, river (as defined)	I
42.	Log cabin manufacture -	
	(a) Log preparing machine operator	C
	(b) Assistant log preparing machine operator	F
	(c) Module fabricator	D
43.	Log skidder, pneumatic tyred	B
44.	Log washer	I
45.	Log yardman or skidman	H
46.	Machinist (woodworking) -	
	(a) `A` Grade (as defined)	B
	(b) `B` Grade (as defined)	E
	(c) `C` Grade - means an adult employee other than a tradesman, operating any of the following machines and he shall be paid the wage rate assigned thereto:	
	(i) Sander, belt polisher	F
	(ii) Moulder	G
	(iii) All other machines prescribed in `A` & `B` Grades, except the machines referred to in (a), (b), (e), (f), (k) and (l) of `A` Grade	H
	(iv) Borer less than three spindles	H
	(v) Truss jig and/or press (other than setting)	H
47.	Measurer (as defined)	I
48.	Measurer, log	H

Number	Classification	Group
49.	Mill-waste chipper attendant	H
50.	Millwright (as defined) - See section (c) of this subclause	
51.	Motor mechanic - See section (c) of this subclause	
52.	Offsider to forklift truck driver where offsider is required to work at a height above 9 feet	I
53.	Offsider to logging tractor or bulldozer driver	G
54.	Operator employed on gluing jigs and/or cramps for the laminating of veneers or timber for ribs, frames or spars for aircraft or marine work and for girders, beams and trusses for constructional work	C
55.	(a) Operator employed on gluing jigs and/or cramps for laminating, fabricating or assembling of timber or plywood or veneers or other materials (except employees covered by Classification 54)	F
	(b) Operator or door and/or panel routing and drilling machine	F
	(c) (i) Operator of punching and notching machine, preparing metal components to be fitted to door and/or panels by mechanical means	I
	(ii) Employees fitting metal components to doors and/or panels by mechanical means	F
	(d) (i) Operator of door and/or panel trimming machine where the operator is required to set up such machine or to grind the knives machine and grind the knives and cutters	B
	(ii) Operator of door and/or panel trimming machine where the operator is required to set up such machine but is not required to grind the knives and cutters	F

Number	Classification	Group
	(iii) Operator of door and/or panel trimming machine where the operator is not required to set up such machine nor to grind the knives and cutters	I
	(iv) Operator of Tree Harvester	C
	(v) Operator of Grapple Saw	B
(e)	Operator in charge of wall frame fabricating machine (See also classification 1) -	
	(i) computerised numerically controlled 'Hurn/Wadkin'	B
	(ii) manually controlled	C
(f)	Operator in charge of mechanical stress grader	C
56.	Operator of buckler - limber - buncher machine (LOGMA)	C
57.	Orderman (as defined)	F
58.	Orderman	
	(a) Class 1 (as defined)	C
	(b) Class 2 (as defined)	D
59.	Pallet maker	G
60.	Pine plantation employees -	
	(a) Faller	F
	(b) Loader, trimmer and employee cutting logs	I
61.	Pole dresser (excluding broad axeman and/or adzeman)	C
62.	Pole handler	G
62A.	Post Pointer	H
63.	Primer (by any method)	H
64.	Pulpwood cutter and/or splitter	H
65.	Rigger or Tree climber	B
66.	Sanitary man	D
67.	Sawing employees -	
	(a) Sawyers -	
(i)	Log Band sawyer	B
(ii)	Log cross cut circular sawyer chip industry	G
(iii)	Sawyer who breaks down logs and cuts timber to an accurate size.	B
(iv)	Stave cutting sawyer	D
(v)	Sawyer who breaks down logs but does not cut timber to accurate size.	D
(vi)	Flitching frame sawyer	E

(vii)	No. 1 Benchman	B
(viii)	No. 2 Benchman	D
(ix)	No. 3 Benchman	G
(x)	No. 4 Benchman	I
(xi)	Gang frame sawyer	F
(xii)	Power driven crosscut sawyer other than dockerman	G
(xiii)	Roller re-cut band sawyer using blade over 3 inches in width	D
(xiv)	Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze and sharpen his own saw	C
(xv)	Roller re-cut band sawyer using blade not over 3 inches in width if not brazing or sharpening his own saw	F
(xvi)	Circular sawyer if cutting a depth of or over 7 1/2 inches	D
(xvii)	Circular sawyer if cutting a depth of under 7 1/2 inches	E
(xviii)	Edger sawyer to log band sawyer	D
(xix)	Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut out planks to finished sizes for use in the manufacture of boxes and cases	E
(xx)	Sawyer cutting timber 3 inches or over received from sawyer in (xix) hereof	E
(xxi)	Sawyer cutting timber less than 3 inches received from sawyer in (xix) and (xx) hereof	F
(xxii)	Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	F
(xxiii)	Frame sawyer	F
(xxiv)	Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw	C
(xxv)	Detail band or jig sawyer if not brazing or sharpening his saw	F
(xxvi)	Sawyer cutting detail	D
(xxvii)	Sawyer preparing timber for moulding machine (other than vertical, flat or deep cutting)	F

Number	Classification	Group
(xxviii)	Cross-cut sawyer, cabinet furniture or joinery work	F
(xxix)	Cross-cut sawyer in box and case factories	I
(xxx)	Cross-cut sawyer not provided for elsewhere herein	I
(xxxi)	Case or box bench sawyer flattening off up to 2 inches in thickness	I
(xxxii)	Sawyer using Symonsen log turner - 10 cents per day additional to ordinary rate	
(xxxiii)	Edge-truing multiple sawyer who is required to set up	D
(xxxiv)(a)	Edge-truing multiple sawyer who is not required to set up	F
(xxxiv)(b)	Multiple Saw Edger (Hydraulic or air operated)	C
(xxxv)	Edge-truing multiple sawyer using chipper attachment who is required to set up	C
(xxxvi)	Edge-truing multiple sawyer using chipper attachment who is not required to set up	E
(xxxvii)	Multiple cross-cut sawyer, excluding dockerman who is required to set up saws	G
(xxxviii)	Multiple cross-cut sawyer, excluding dockerman who is not required to set up saws	I
(xxxix)	Horizontal band saw using adjustable table	C
(xxxx)	Horizontal band saw not using adjustable table	E
(xxxxi)	Multiple trimmer operator	E
(xxxxii)	Operator panel and wall saws	H
(b)	Dockerman	
(i)	Dockerman where two or more docking saws -	
	(i) Responsible man (as defined)	G
	(ii) Other	I
(ii)	Dockerman (where tallying or not) where only one docking saw	H
(iii)	Docker computerised (optimiser)	D
(iv)	Docker Automatic	G
(c)	Handleman	G
(d)	Header-in (feeder) re-cut band saw	I
(e)	Leverman	G

Number	Classification	Group
(f)	Pullers-out -	
	(i) Puller-out No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes -	
	1. Single-handed on dead or manually operated roller	E
	2. On dead or manually operated roller where not single-handed	G
	3. Power-driven (other than manual power or friction feed)	G
	(ii) Puller-out No. 2 bench -	
	1. Single-handed on dead or manually operated roller	G
	2. On dead or manually operated roller where not single-handed	H
	3. Power-driven (other than manual power) or friction feed	I
	(iii) Puller-out or assistant No. 3 bench	I
	(iv) Puller-out on log-bandsaw, edging saw, roller re-cut bandsaw using blade of or over 3 inches in width or circular saw cutting depth of over 7 1/2 inches	H
	(v) Puller-out - circular saw cutting depth of under 7 1/2 inches and length over 3ft. 6in. except on saws flattening off	I
	(vi) Puller-out, dogger or wedger up - any breaking down saw	H
(g)	Setters on saw carriages	I
(h)	Sorter, board line	H
(i)	Mechanical size operator	G
68.	Saw doctor (as defined)	A
69.	Saw sharpener (as defined)	D
70.	Saw sharpener who does not tension saws	F
71.	Spar or plank road builder	I
72.	Splitting machine, log, operator	F
73.	Spotter at spot mills	D

Number	Classification	Group
74.	Spray gun (paint) operator (one coat other than prime coat)	H
75.	Spray gun (paint) operator (two coats or more)	G
76.	Spray painting machine operator	F
77.	Stacker, block, of timber and/or plywood and/or veneer	I
78.	Stacker, for seasoning by means of stripping or other recognised method	H
78A.	Automatic stacking machine operator	F
79.	Storeman and/or packer - See section (c) of this subclause	
80.	Tailer-out, moulder or planing machine -	
	(a) checking timber and docking out faults	G
	(b) other	I
81.	Tallyman (as defined)	F
82.	Timber bender -	
	(a) By hand	G
	(b) Operating machine	E
	(c) Who selects timber, improvises own forms and equipment and operates machine	C
83.	Timber traverser operator	H
83A.	Tradesman's Assistant	G
84.	Tree climber or rigger	B
85.	Trellis Maker	I
86.	Truss, setter of jig (see also classification 46(c)(v))	B
87.	Watchman and/or security officer who attends fires and boilers	G
88.	Watchman and/or security officer who does not attend fires and boilers	H
89.	Water dogman (as defined)	G
90.	Weighbridge attendant	B
91.	Wood turner, using hand tools	B
92.	Stationary engine drivers (as defined) - see section (c) of this subclause	
93.	Crane drivers - see section (c) of this subclause	
94.	Mobile crane drivers - see section (c) of this subclause	
95.	Traction engine drivers - Rail - see section (c) of this subclause	
96.	Mechanical Plant Drivers or Operators - see section (c) of this subclause (See note after Group 6 of this classification)	

Number	Classification	Group
97.	Greaser, etc. - see section (c) of this subclause	
98.	Additional amounts (engine drivers and/or firemen) - see section (c) of this subclause	
99.	All others	J

Section (b)

In addition to the wage rates prescribed by subclause (a), a leading hand having under his supervision 2 to 6 employees shall be paid \$10.00 per week and for more than 6 employees \$15.80 per week.

Section (c)

The rates of pay prescribed for the various classes of occupations indicated hereunder shall be as prescribed for such classes of occupations in the locality concerned by the award or determination indicated hereunder and such rates of pay shall be deemed to be altered in like manner and from the same operative date whenever any alterations are made to the relevant rates prescribed for such occupations in the locality concerned by the award or determination indicated hereunder as in force from time to time.

Number	Classification	Award/Determination
5	Carpenter and/or joiner	Building Trades Award
12	Crane attendant or dogman	Metal Industry
16	Driver, etc.	Transport Workers' (General)
26	Glazier - first class	Furnishing Trades
50	Millwright	Metal Trades (classification Fitter)
51	Motor Mechanic	Metal Industry
79	Storeman and/or Packer	Storeman and Packers (General Stores)
92	Stationary engine drivers	Engine Drivers and Firemen's (General)
93	Crane drivers	Engine Drivers and Firemen's (General)
94	Mobile crane drivers	Engine Drivers and Firemen's (General)
95	Traction engine drivers - Rail	Engine Drivers and Firemen's (General)
96	Mechanical plant drivers or operators	Engine Drivers and Firemen's (General)
97	Greasers, etc.	Engine Drivers and Firemen's (General)
98	Additional amounts	Engine Drivers and Firemen's (General)

2. SPECIAL ALLOWANCES

In addition to the weekly rates set out in subclause 1 hereof the following allowances shall be paid:

- (a) Submerged timber - regular employees carrying off rafts of sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom 23 cents per hour.
- (b) Saw bench crew cutting charred timber shall be paid an allowance of 87 cents per day where the employer or his representative and the employees concerned are agreed that the disabilities associated with sawing such timber are unusually dirty or objectionable.
- (c) Drivers or motor lorries or waggons who are required to collect on delivery moneys (excluding not negotiable cheques) on behalf of the employer shall be paid the following allowances:

	Per Week \$
For any amount up to \$20	0.50
For any amount over \$20 but not exceeding \$200	1.00
For any amount over \$200 but not exceeding \$600	1.90
For any amount over \$600 but not exceeding \$1,000	2.90
For any amount over \$1,000	3.80

The above allowances shall be deemed to be altered in accordance with any alterations made to the collecting of moneys allowances prescribed by the Transport Workers' (General) Award in force from time to time.

3. RATES FOR APPRENTICES AND JUNIORS

- (a) (1) The minimum rates of weekly wage to be paid to apprentices shall be as follows:

Apprentices (other than Saw Doctor Apprentices)

Year of Apprenticeship	Percentage of Weekly Rate for Wood Machinist 'A' Grade
First	50
Second	60
Third	75
Fourth	90

Saw Doctor Apprentices

Year of Apprenticeship	Percentage of Weekly Rate or Saw Doctor
First	50
Second	60
Third	75
Fourth	90

- (2) Where an apprentice is under the age of 21 years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

Unapprenticed Juniors

- (b) The minimum rates of weekly wage to be paid to unapprenticed juniors shall be the undermentioned percentages of the ordinary weekly wage payable under classification 99 - All others, subclause 1 hereof:

Years of age	Percentage of weekly wage prescribed for classification 99 All others
16	40
17	55
18	70
19	85
20	100

Adjustment of Rates for Apprentices and Juniors

The above percentages shall be calculated in multiples of 5 cents, amounts of 2 cents or less being taken to the lower multiple and amounts in excess of 2 cents being taken to the higher multiple.

DIVISION B - CLERKS AND SALES ASSISTANTS

1. WAGES

Except as prescribed in subclauses (iii) and (iv) hereof, adult employees of a classification hereunder mentioned shall be paid the amount assigned opposite that classification.

(i) Adult Clerks

	Amount Per Week \$
1. First year's experience	257.10
Second year's experience	277.50
Third year's experience	304.00
2. An accountant or chief clerk wholly responsible for office work and who prepares the balance sheet and profit and loss account	410.80
3. A clerk who is in charge of and responsible for the work of -	
(a) 5 or more employees	360.70
(b) 3 or 4 employees	345.30
(c) 2 employees	337.60

`Employees' in this subsection shall mean any male or female clerk, typist or stenographer and shall include the clerk-in-charge.

(ii) Sales Assistants and Allied Classifications

	Amount Per Week \$
1. Assistants -	
(a) First year's adult experience	257.10
(b) Second year's adult experience	277.50
(c) Third year's adult experience and thereafter	304.00
2. Senior Sales Assistant	322.00
3. Sales Section Manager/Manageress in charge of and responsible for the work of -	
(a) 5 or more employees	360.70
(b) 3 or 4 employees	345.30
(c) 2 employees	337.60
4. Gunsmith	272.30
5. Cleaner	247.30
6. Van Salesman	304.40

	Amount Per Week
	\$
7. Storeman/Storewoman and Packers	
(a) Storeman/Storewoman Grade 1	266.30
(b) Storeman/Storewoman Grade 2	273.10

A Storeman/woman working singly and/or a storeman/woman who has control of an isolated store where no direct supervision is exercised and is responsible for receipt, controls, issues and stock checking of goods and/or materials, notation and preparation of necessary documents.

8. Sales Representative

(a) Country Sales representative	306.30
(b) Town or local sales representative	281.40

(iii) Juniors - Clerks

The minimum rates of wages that may be paid to juniors shall be the undermentioned percentages of the second year adult rate, adjusted to the nearest 10 cents.

	Percentage of Second Year Adult Rate %
Under 16 years of age	40
16 to 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

Proviso

When determining the wage payable to an employee attaining the age of 21 years, who has been employed as a junior clerk in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established, experience obtained after reaching the age of 18 years shall be counted as adult experience.

(iv) Additional Payments

In addition to the weekly rates prescribed herein the following additional amounts per week shall be paid to stenographers, audio typists, teletypists, accounting machine, computer, data processing, tabulating machine, card punch and verifier operators.

	Amount \$
Under 16 years of age	1.00
16 to 17 years of age	1.20
17 to 18 years of age	1.30
18 to 19 years of age	1.50
19 to 20 years of age	1.80
20 to 21 years of age	1.90
21 years of age and over	2.50

(v) Estimating Service

In estimating the number of years service of an employee the total clerical experience in the service of every employer in the trades or groups of trades in respect of which awards of the Tasmanian Industrial Commission relating to private industry employees are established shall be taken into account.

(vi) Junior Sales Assistants

The minimum rate of wages that may be paid to junior sales assistants shall be the undermentioned percentages of the second year adult rate adjusted to the nearest 10 cents.

	Percentage of 2nd Year Adult Rate %
Under 17 years of age	54
17 to 18 years of age	59
18 to 19 years of age	73
19 to 20 years of age	86
20 to 21 years of age	90

Proviso - When determining the wage payable to an employee attaining the age of 21 years, who has been employed as a junior assistant in any of the trades covered by this award, experience obtained after reaching the age of 18 years shall be counted as adult experience."

OPERATIVE DATE

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 unions undertake until 1 July 1989, not to pursue any extra claims, award or overaward, except where consistent with the State Wage Case Principles.

