

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s.23 application for award or variation of award

**Federated Clerks Union of Australia,
Tasmanian Branch
(T.3769 of 1992)**

TEXTILE AWARD

COMMISSIONER R K GOZZI

HOBART 15 June 1992

classification structure and first minimum rates adjustment

REASONS FOR DECISION

In this matter the Federated Clerks Union of Australia, Tasmanian Branch (FCU) sought the variation of Division B - Clerks of the Textile Award. The variation was for the inclusion in Division B of a new classification structure, the first minimum rates adjustment and a number of other structural efficiency changes relating to conditions of employment.

Mr Clues appearing for the Tasmanian Confederation of Industries (TCI) and Mrs Dowd for the FCU informed the Commission that following negotiations between them, this matter was able to be presented by consent.

I was advised by Mr Clues that the proposed classification structure for Division B was the same as contained in the Clerical and Administrative Employees (Private Sector) Award, except that in this case Grade 7 was not considered to be relevant to the textile industry as set out in Clause 2 - Scope of the Award. In that regard, and at the request of Mrs Dowd, leave is reserved to the FCU to seek the future inclusion of Grade 7 in Division B.

The classification structure is skill related. The translation of existing employees to the new structure will be undertaken in accordance with a translation schedule. This is based on existing employees being classified having regard to the skills they hold. In each case however when the relevant classification has been assigned they will be paid the "After 12 months service" rate of pay for that classification level:

The Minimum Rates Adjustments provide for a range of relativities between classifications from 80 per cent to 115 per cent of the tradespersons rate. At the request of Mrs Dowd leave is reserved to the FCU to seek to address the relativity levels for Grades 4 to 6. In keeping with the requirements of the Wage Fixing Principles the minimum rates adjustment, will, where appropriate be absorbed against overaward payments. I was also informed by the parties that subsequent minimum rates adjustments will be sought, by way of further application, at nine monthly intervals.

In addition to the foregoing the parties agreed to the following award changes.

1. The deletion of the "Additional Payments" provision for clerks.
2. The inclusion of a 10 ordinary hours provision.
3. A clause to permit the "Annualisation" of salaries.

I consider that the variations requested to be made to Division B of the Award are in accord with the Structural Efficiency Wage Fixing Principle and the public interest criteria as set out in Section 36 of the Industrial Relations Act, 1984. Therefore the award will be varied, as requested by the parties, operative from the date upon which the appropriate draft order is filed in the Commission.

The order will issue in due course.



Mrs H Dowd for the Federated Clerks Union of Australia, Tasmanian Branch

Mr S Clues for the Tasmanian Confederation of Industries

DATE AND PLACE OF HEARING:

1992
June 11
Hobart